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Baseline Study of Adult Training and Ret  
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# A BASELINE STUDY OF ADULT TRAINING AND RETRAINING IN ALBERTA

by

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With the assistance of:

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(A Report for the Alberta Human Resources Research Council)

November, 1969

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## PREFACE

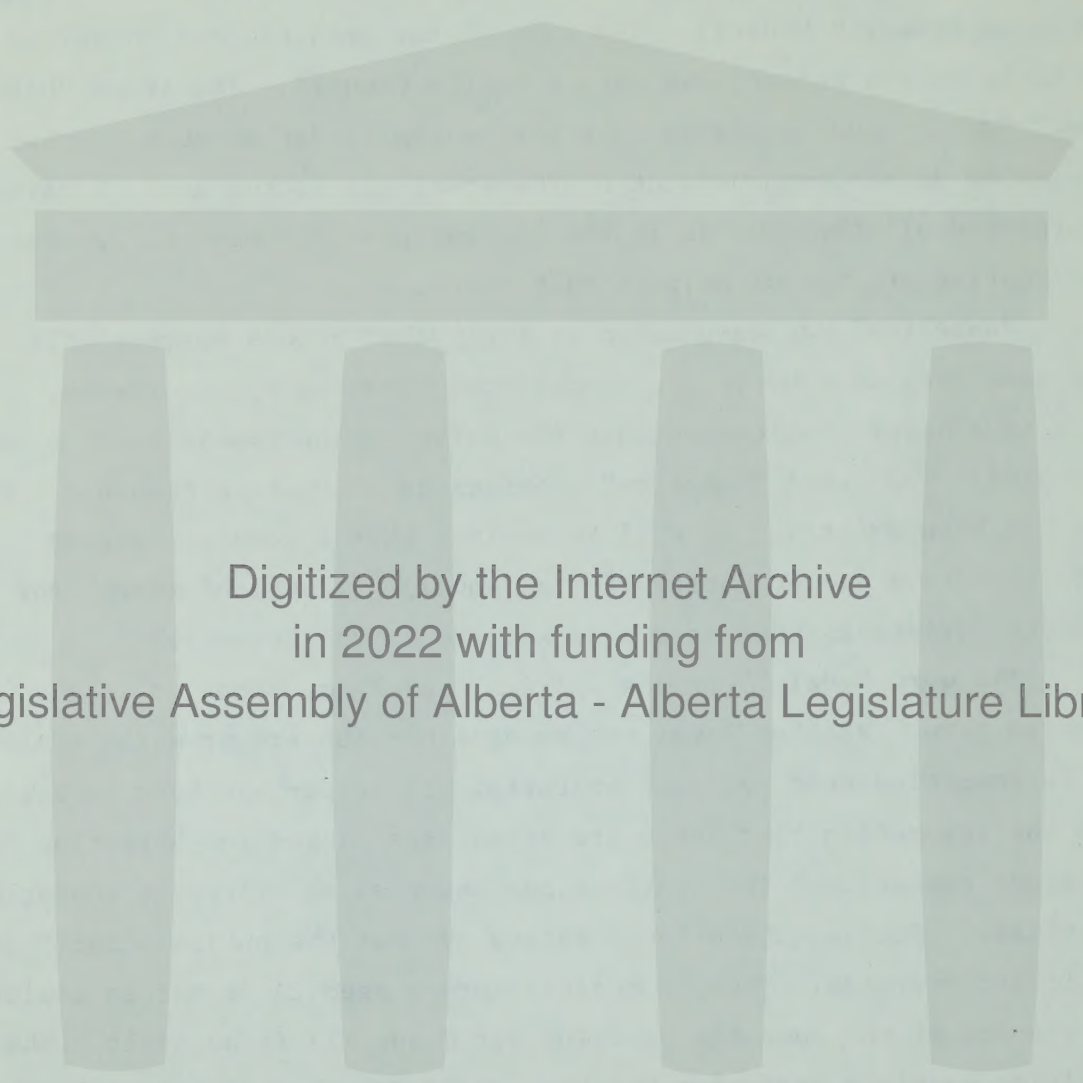
This study was undertaken at the request of the Alberta Human Resources Research Council. The name of the project, and therefore the title of the report, was chosen by the Council. The terms "baseline," "adult" and "training" may puzzle the reader as much as they puzzled me at the commencement of the study six months ago. I have interpreted all three words in the loosest possible manner, because dictionaries are not of help in such cases.

"Baseline" has been taken to imply that future surveys will have some data as a basis for comparison. From my point of view, there is a happy implication that the survey cannot be assumed to be completed. The label "baseline" provides an ubiquitous excuse for all that has been omitted. It will be obvious that a complete survey would require a longer period of time and larger sums of money\* for research assistants than have been allowed by the Council.

The word "adult" poses a difficult problem, since it is a relative term. Neither legal voting ages nor the age at which adultery can be committed seem relevant criteria. It is perhaps best to begin with the assumption that there are normal age ranges for attending different educational institutions and undertaking different educational activities. People within those ranges are not the subjects for this particular exercise. Thus, a medical intern aged 25 is not an adult, but someone of the same age studying for Grade XII is an adult. The resulting possible confusion has been avoided by providing complete age distributions whenever available. A judgement then has to be made on whether the proportions of younger, middle-aged and older adults in any particular institution can be considered satisfactory as compared with some vague economic or social yardstick.

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\*Grants by the National Research Council (APA 89) and by The University of Calgary (General Research Fund in aid of aging research) have also been used. For Budget see Appendix C.



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As to the connotation of the words "training," and "retraining," no differentiation can be made between them and education in the present context. The distinction is important in some situations because constitutionally the provinces, rather than the Federal Government, are responsible for education. The Federal Government can therefore exercise control of its own expenditure in this field when education is hallmarked as training. Decisions about the content of courses, and whether these should be confined to direct preparation for the exercise of specific skills justifying the word "training," is a more important issue. (A related problem from the perspective of a university has been discussed elsewhere (31).) Training and retraining are also difficult to distinguish, except in a theoretical sense. The content of training and retraining programs is identical. The difference is whether the trainee had previously trained for some other skill or not. This may be of consequence for selection and for teaching methods.

Liberties have also been taken with the word "survey," since a good deal of the report consists of comments and suggestions. The survey proper depended on the assistance of a large number of individuals. Acknowledgement to them is made in Appendix D. If it is true that copying from one person constitutes plagiarism whereas copying from two is research, then copying from so many could be considered high level research. Many people provided statistical information. They were also sometimes willing to criticize other agencies, and even occasionally their own. I am greatly indebted to them all.

Mr. F. D. UPEX, federal Department of Manpower and Immigration, Mr. L. S. VILLET and Mr. C. B. VIRTUE of the provincial Department of Education deserve an extra mention for the time and trouble which they took in supplying data and answering questions.





## SOURCES

Data concerning 1968-69 trainees in the occupational training for adults programs given in the statistical tables have been derived from:

Source: Calgary (1). 1265 non-apprenticeship trainees as recorded on IBM cards for the Southern Alberta region of the Division of Technical and Vocational Education, Department of Education. These are records of all trainees who attended the Alberta Vocational Centre at Calgary and certain other groups whose training is coordinated through the Southern Alberta office (for instance, those who are sponsored under the Rehabilitation Act, and those who attend private schools in the Calgary area). The information on the cards had not been previously analyzed and The University of Calgary's computer was used for the necessary calculations. (Courtesy of Mr. J. E. Crowe and Mr. C. B. Virtue.)

Source: Edmonton (2). 6,694 non-apprentice trainees as listed in Forms 2.7006-15.1 6-10-67 at the Department of Education. These forms are completed quarterly by the institutions which have accepted students for training (including the Department's own vocational centres). Copies of the forms were made available by the Department, but the derived compilations of statistics were performed by research assistants. These forms also include the records of 2,218 full-time and 555 part-time trainees sponsored under the Training in Industry (T.I.I.) scheme. Age distributions were not available, but the numbers of trainees who did not complete courses could be computed from the forms. Apprentices are not reported. The returns include records of trainees sponsored by departments other than Manpower and Immigration, for instance, those under the provincial Vocational Training and the rehabilitation programs. (Courtesy of Mr. L. S. Villett.)





Source: Ottawa (3). 4,806 non-apprentices enrolled in courses in public institutions in Alberta as recorded by the Department of Manpower and Immigration. The Department kindly provided breakdowns by age and sex according to labour force status, marital status, years of schooling, course groups, duration of courses and supplying Canada Manpower Centre (C.M.C.). Because stored records do not always include required details, the totals in different tables show variation. The Department has also provided age distributions for 7,945 registered apprentices, 464 trainees enrolled in private schools, 41 from Training in Industry courses and 135 part-time students. An additional 249 records could not be classified. (Courtesy of Mr. F. D. Upex.)

Other tables and statistics are often labelled:

Source: (4). This is a reference to information provided by individual administrators whose names are included in Appendix D.





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## INTRODUCTION

Over \$200,000,000 was spent in Canada during the fiscal year of 1968-69 by the federal Department of Manpower and Immigration in support of the occupational training for adults program. Additional federal monies for the training of adults are channelled through the Departments of Indian Affairs and Northern Development, Agriculture, Regional Development, Health and Welfare and the Secretary of State. At the provincial level, the Departments of Education, Agriculture, Labour, Social Development, Health and the Human Resources Development Authority are involved.

Clearly, adult training and education are "a good thing" - like motherhood used to be - and everyone who can wishes to participate in the action. It even sometimes seems as if the virtues of motherhood are to be judged on the basis of whether the results provide fodder for adult education. Nevertheless, governments do not usually consider adult education or adult training as an end on its own. It is deemed to be of high value because of the assumption that it, in turn, will serve to raise economic output. That, of course, is the ultimate end nowadays. The assumption that adult education results in greater output is based on positive correlations between gross national product and mean number of years of schooling of the labour force in different countries or the same country at different times. Thus, the last two annual reviews of the Economic Council of Canada (24, 25) devoted considerable amounts of space in reporting the average grade level achievement in different segments of Canada's working force. This kind of treatment of education suggests a lack of discrimination about the contents of educational or training programs. The attitude of economists towards education is often reminiscent of the classical Jewish mother's attitude toward food for her children (27). The more you stuff it in, the better the end result - no matter what the stuff is. The viewpoint adopted in the present report is somewhat different. It is assumed that public



expenditure on training and education requires careful examination. Some kinds of training are more valuable than others, and there may even be some training which has no economic value.

The main spokesman for the Federal Government in the adult training field is the Department of Manpower and Immigration. Unlike the Economic Council, it constantly reiterates that its investment in training is a means of matching jobs with people. What kinds of data are necessary to allow an assessment of the success of the Department in fulfilling its declared purpose? The next paragraphs provide some discussion of the required information. However, it can be stated in advance that the needed information is not available at present. To spend time reading about required information and then to be told it does not exist may be as frustrating as having a waitress erase from a menu the selection already made for one's meal. Nevertheless, there is usually something that can be cooked up, and that will be provided under the later section headings.

There are two basic questions - are the right people being trained and are they provided with the right type of training? The answers to these questions require that comparisons be made between trainees and non-trainees. Trainees should be considered as a sample within a population consisting of trainees and non-trainees. We need to know the relevant history and future of trainees and non-trainees for comparison purposes. If trainees are no different from non-trainees in their personal/demographic characteristics at the outset, but show improved future work records, it is reasonable to assume that the difference is due to the training experience. The conclusion would then be that more of the same is required. Neither life nor social science is ever quite as simple as that; the ideal research model is being described.

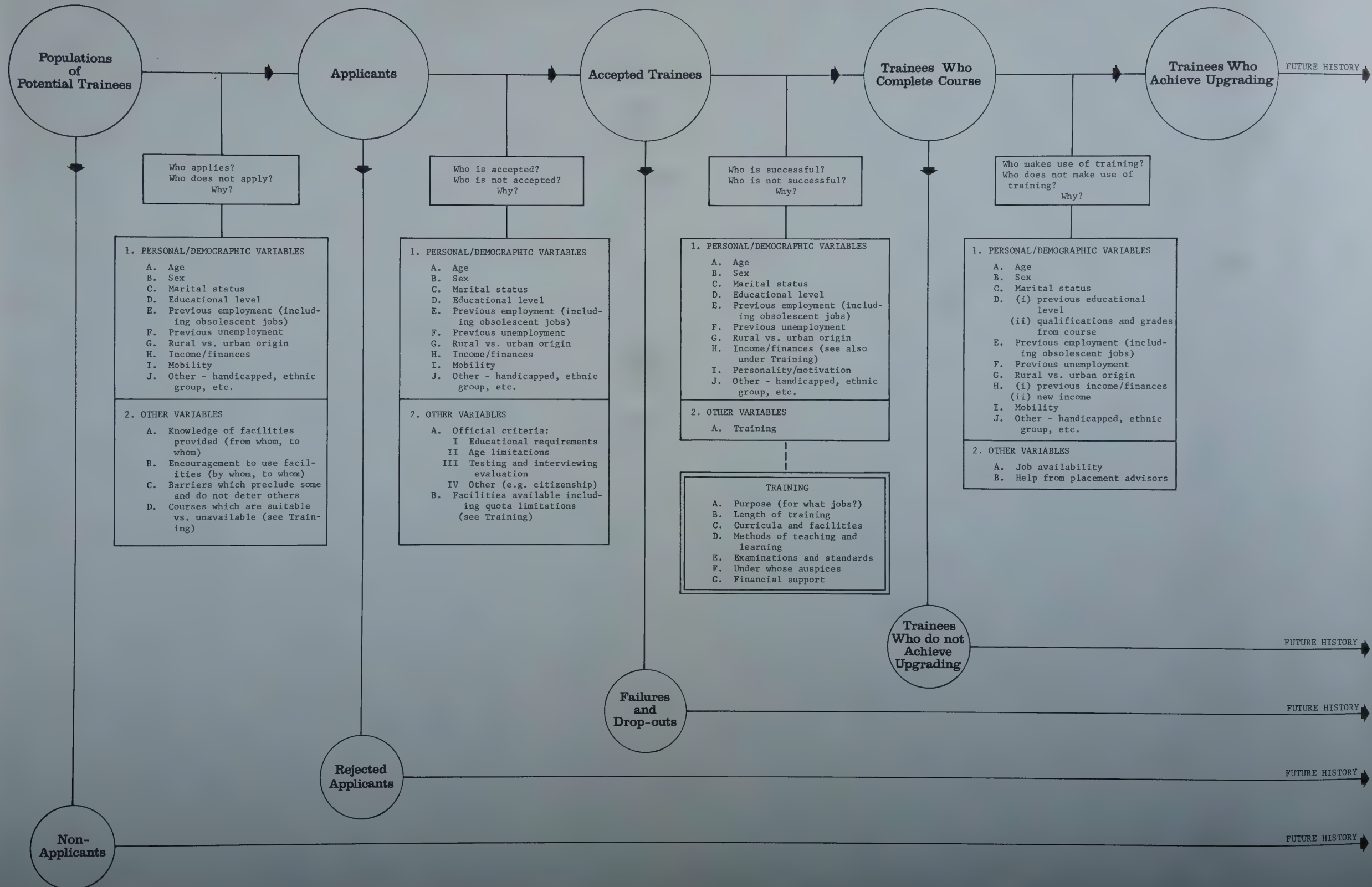
The accompanying chart spells out in more detail the information that is needed. Circles at the top of the page represent a population which is subdivided into two new samples or populations, shown by the direction of the arrows. With each mitosis there are questions to be asked about the similarities and differences between the resulting





# Baseline Study of Adult Training in Alberta

3.







two population samples. These questions can be thought of as variables which may influence the partitioning process. The variables which should be considered are shown in the middle of the chart between each pair of arrows. In the case of training sponsored by Canada Manpower Centres, there is no question of application and acceptance. If the Manpower counsellor decides to recommend training and the client is agreeable, training is more or less guaranteed. Little is known of the basis on which counsellors make their decision. Training is one of the alternatives which a counsellor is supposed to consider when a client registers with the Manpower Centre. It needs to be emphasized that registration does not require a client to be unemployed. In fact, more of the employed than the officially unemployed are sent for training.

So far as is known there is only one study which has attempted to compare the characteristics of trainees and those of people not undergoing training (15). This investigation was carried out by the Department of Citizenship and Immigration in 1965 and 1966, when training programs were administered under different acts of parliament. The statistical analyses of the results of that study comprise extremely valuable resource material, which, for unknown reasons has been labelled as "Confidential." The Department of Manpower and Immigration has been kind enough to let me have a copy of the documents\*, and relevant findings are occasionally quoted in the present report.

No studies seem to have been undertaken to discover the characteristics of the future work records of those who do not complete training. Indeed, even information about the numbers of "drop-outs" is not readily available. There is a similar dearth of information on the work history of those who complete training. Occasional references are made to a follow-up study conducted by the Department of Citizenship and Immigration in 1966, but the results have not appeared even in confidential documents. It has recently

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\*The Department is not always so agreeable. It recently informed me that the report on an investigation mentioned in its own Annual Report is restricted in circulation to the Department's employees.



been reported that the Department of Manpower and Immigration is now undertaking a new follow-up study on trainees who have completed O.T.A. programs. There is one study carried out in Ontario which provides some data on the employment history of trainees from six centres (26). Information about numbers of trainees appears in annual reports of the federal Department of Manpower and Immigration (18, 19) and in provincial annual reports. In the case of Alberta (7,8), the provincial Department of Education devotes a couple of pages annually to the activities of the different Alberta Vocational Centres which it administers. (Because the 1969 reports, which include figures for the 1968-69 fiscal year have not been published at the time of writing this report, comparisons of data cannot be made.)

The absence of information makes it impossible to follow the schema set out in the chart. That must therefore be viewed as a guideline for future investigations and record keeping. The present survey is confined to a study of the trainees and the training courses. In gathering the statistics, stress has been placed on age distributions. This particular emphasis is clearly important at a time when techniques change rapidly, old skills may become obsolete and periods of training should be accepted as recognized interludes throughout the working lifespan.

The major portion of the present report is concerned with the Occupational Training for Adults (O.T.A.) program administered by the federal Department of Manpower and Immigration. That program includes apprenticeship training, Training in Industry (T.I.I.) and general occupational training. It is this third category which will be analyzed in detail. When the word "trainees" is used, or the phrase "trainees under the O.T.A. program" reference is being made to this third category of full-time students. Within Alberta, responsibility for apprentices is vested in the Department of Labour, while the Department of Education has overriding responsibility for the remaining O.T.A. functions. The federal Department of Manpower and Immigration negotiates with the Department of Education on the number of "seats"





to be purchased in various training courses. The Department of Education is also consulted and has vetoing power over the purchase of "seats" from independent private institutions and the development of training programs within industry. Apart from the industrial and private programs, training is mainly confined to institutions administered directly by the Division of Technical and Vocational Education of the Department of Education. These are the Alberta Vocational schools at Edmonton, Calgary, Fort McMurray, the Alberta Petroleum Industry Training Centre and the Nursing Orderly School at Edmonton\*. Seats are also purchased through the Department of Education for courses in nursing aide schools, junior, community and agricultural colleges and the Institutes of Technology. These institutions are administered by a variety of Departments of the Provincial Government and independent boards of governors.

The legislation under which the O.T.A. program operates is the Occupational Training of Adults Act, 1967. This provides that living allowances be paid to trainees sponsored by the Canada Manpower Centres and to apprentices while attending full-time courses. The allowances are only paid to those who are one year older than the compulsory school leaving age and who have not been enrolled in the school system for at least one year. (In Alberta, therefore, the minimum age for allowances is seventeen years of age.) To be eligible for the allowance, it is also necessary to have been a member of the labour force for not less than three years or to have one or more dependents. The allowances vary according to the number of dependents and whether the trainee is living away from home. The Prairie Region office of the Department of Manpower and Immigration only purchases "seats" in full-time courses and legislation requires that programs last less than one year and do not provide university credits. These limitations have important implications for the type of courses offered under the program.

The Alberta Government has an adult vocational training scheme parallel to that of the Federal Government. When individuals do not meet the federal requirements for receiving allowances, provincial

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\*Calgarians will notice the usual concentration of provincial facilities in Edmonton.





funds are available for support at a slightly lower rate than that offered under O.T.A. In some cases, the C.M.C.'s are prepared to pay for the training itself, while the allowance is paid by the Province. Such trainees are considered to have joint sponsorship.

A separate federal/provincial scheme exists for the rehabilitation of the handicapped in which there is no limitation on duration of program. At the provincial level the Department of Education has executive responsibility for training the handicapped, although the Department of Social Development and a variety of independent welfare agencies are involved.

Apart from the vocational training programs which have been so far enumerated, every institution for post-secondary education can be considered to provide adult training. Neither age nor the label "vocation" constitutes a differentiating criterion. Students go to universities, agricultural, junior and technical colleges to improve their qualifications for future careers. Very few students in such institutions are under the age of seventeen, which is the demarcation line for the O.T.A. schemes. Limitations of time, space and competence do not allow more than a cursory discussion of such institutions in the present paper.



## TOTAL NUMBER OF TRAINEES

Table 1 - Federal and Provincial Trainees, 1967 and 1968 (Excluding Apprentices)

Figures provided by the Department of Manpower and Immigration (3) suggest that it sponsored 5,270 trainees in the Province of Alberta during the 1968-69 fiscal year. The Department of Education's records (2) show a total of 6,694, but this includes trainees sponsored under ARDA and Rehabilitation programs. Table 1, which has the figures to be published in the 1969 Annual Report of the Department of Education (9), has 6,198 trainees sponsored wholly or partly by the Federal Government (federal and joint). Part of the discrepancy, amounting to some thousand trainees, may be due to an omission from Ottawa's statistics of trainees sponsored by the Department of Health and Welfare (nursing aides) as well as trainees supported by the Department of Indian Affairs and Northern Development.

An attempt was made to relate federal and provincial statistics for previous years as published in annual reports of the relevant departments. Programs were then administered under the earlier Technical and Vocational Training Assistance Act, which had a large number of categories from which payments were made. Since the discrepancies were greater than in 1968, the figures have not been included.

Table 1 shows the total number of trainees sponsored under all programs as given in the Annual Reports of the Department of Education for 1968 and 1969. The overall numbers have increased by 17% during the twelve month period, although there has been a reduction in those sponsored wholly by the province. The figures quoted and those used in pronouncements by government spokesmen may be misleading on two accounts. Firstly, trainees who enrol in more than one course during the same year are counted two or more times in the totals. Secondly, enrolment in a course is not the same as completion of a course. The number of "drop-outs" has to be considered when any assessment is made of the value of training programs.





The Calgary statistics (1) allowed a compilation to be made of the number of trainees who were enrolled in more than one course during 1968-69. The IBM cards included the social insurance numbers of trainees and repeated numbers could be computed. These amounted to 27% of the total. Although the Calgary sample is not large, there is no obvious reason why the number of repeating or continuing students should not be considered representative of the trainee population. A somewhat lower percentage is suggested by figures given for prior labour force status of trainees in Table 15, (p.38). Those figures show that 18% of trainees were "in school" and that can be assumed to mean taking O.T.A. courses. The percentage of repeats or continuing trainees derived from the IBM cards is probably a more reliable estimate than that derived from answers to a question regarding previous labour force status on a printed form. That question can easily be interpreted to refer to labour force status before any kind of training commenced and therefore might have excluded many continuing students. Therefore, when estimates are made of the number of individual trainees, published statistics should be reduced by about 25%. As will be seen in the section on Age and Sex Distributions, the repeating rate shows some variation with age.

The number of trainees who did not complete training has been computed from the figures from Edmonton (2). This amounts to 22% of the new trainees enrolled during 1968-69. An alternative method of obtaining the withdrawal rate is to add the trainees who were carried over from the previous year to the number of new enrolments, but subtract those who are being carried over to the following year. This gives a percentage withdrawal rate of 23%. The Department of Manpower and Immigration estimates a somewhat lower drop-out rate at less than 20% (20). As will be seen in later sections, the number of trainees completing courses varies with age, sex, course content and duration.

All in all it seems that published figures have to be reduced by a total of some 40 - 50% if the statistic required is the number of different trainees who complete courses.



TABLE 1

FEDERAL AND PROVINCIAL TRAINEES, 1967 &amp; 1968 (EXCLUDING APPRENTICES)

Source: (8,9)

	1967-68	1968-69
Federal	4,559*	5,902
Joint	163	296
Provincial	1,023	404
ARDA	13	79
Rehabilitation	79	213
Total	5,836	6,894

\*Includes 1023 "phase-out" students from earlier programs.





## AGE AND SEX DISTRIBUTIONS OF TRAINEES

Table 2 - Percentage Distributions of Trainees by Age and Sex, With a Population Comparison

Table 3 - Repeating and Continuing Trainees: Percentage Within Age Groups by Sex

A report issued in 1959 by the Department of Labour (one of the parents of the Department of Manpower and Immigration) on the employment of older workers concluded,

It is clearly to the public advantage, as well as to the advantage of those to whom the training is offered, to place in the hands of the older worker the kinds of skills necessary to make him an effective member of the nation's work force (23, p. 26).

This is the background against which to judge age distributions. Numerous statistics have shown that male unemployment rates begin to rise at about the age of 45 and, more importantly, the duration of unemployment also increases (28). There is a well known bias against the employment of older workers which the Department emphasized in the Brief it presented to the Senate Special Committee on Aging (17). It might therefore have been expected that a special effort would have been made to include a high proportion of middle-aged persons among the trainees sponsored under the O.T.A. scheme.

Table 2 shows that only 6% of Alberta trainees were over the age of 45, while the percentage drops to less than 5% in Calgary. An interesting feature of the Table is that Ottawa classifies trainees in ten year intervals from the age of 35. As a result it is easy to miss the fact that the proportion of trainees is negatively correlated with age, from the 20 year old group onwards. Ontario seems to have made a greater effort than Alberta in attracting older trainees and reported in 1966 (26) that 10% were over 45 compared to Alberta's present 6%. The high proportion of youths under the age of 20 in an occupational training scheme designed for adults should be noted. This reaches almost 20% in the case of the Calgary females.



Table 2 also provides the estimated percentages by age groups in the Alberta labour force. This computation was made by multiplying the labour force participation rate in each age group (10) and age group populations from the latest census figures (21) followed by the usual percentage calculations. The resultant figures accentuate the bias in favor of the young in the O.T.A. selection process.

An earlier investigation (15) showed that there was a difference in the age distribution of trainees under the old Program 5 and a sample of unemployed workers. The median age of trainees was 23, while that for the unemployed was about 33, both in Alberta and Canada as a whole. The implication of those figures is that the sample of trainees did not parallel the population of unemployed and the same seems to be true today. This has important implications for the chart presented in the Introduction. In any follow-up study which attempts to assess the value of training, comparisons with a non-trained group should have the same age distribution as the trainees. A random sample of the unemployed would not provide valid results.

Table 3, which gives an age distribution of those who repeat or continue in new courses at Calgary shows only a minor bias against the middle-age groups once enrolled in the O.T.A. scheme. Those under the age of 20 have a proportionately lower rate of "repeats," perhaps because more of this age group withdraws before even finishing one course. It should be noted that repeats do not necessarily imply that trainees eventually complete more than one course. A student who does not manage to cover the content in a predetermined time may be recommended by the A.V.C. counsellor to repeat the same course. Unfortunately, the only figures on withdrawals are derived from Edmonton (2) and these give no age distributions. It is therefore not possible to estimate whether the proportion of withdrawals in older groups is more or less than in younger groups. In the Ontario study (26) there were few differences in completion rates beyond the age of 20. Below 20 the drop-out rate was very high.

About two-thirds of Alberta trainees are male, whereas the total Canadian trainee proportion is 78% (20). Females almost reach





equality among Calgary trainees. It is difficult to judge what the desirable sex ratio should be. The number of females in the working population is considerably lower than that of males (11). On the other hand, more females are returning to work in their thirties and forties when family responsibilities have been reduced. Therefore, there may be a need for more female trainees to equip themselves to return to work. There was virtually no sex difference in proportions of those who were enrolled in a second course, nor in withdrawal rates (Table 6, p.23 ).



TABLE 2  
PERCENTAGE DISTRIBUTIONS OF TRAINEES BY AGE AND SEX,  
WITH A POPULATION COMPARISON  
Sources: Ottawa (3), Calgary (1) and (10, 21)

ALBERTA TRAINEES

	AGE						Sum	Number	Percentage by Sex
	Under 20	20-24	25-29	30-34	35-44	45+			
M	5.1	37.2	22.5	14.1	15.2	5.9	100.0	3525	66.9
F	12.3	36.5	16.7	10.0	17.5	7.0	100.0	1745	33.1
T	7.5	37.0	20.5	12.8	15.9	6.3	100.0	5270	100.0

CALGARY TRAINEES

	Under 20	20-24	25-29	30-34	35-39	40-44	45+	Sum	Number	Percentage by Sex
M	9.3	38.4	20.9	13.7	8.1	5.1	4.4	100.0	664	52.5
F	18.6	37.3	14.1	9.7	7.5	7.6	5.1	100.0	601	47.5
T	13.8	37.9	17.7	11.8	7.8	6.3	4.7	100.0	1265	100.0

ESTIMATE OF PERCENTAGE AGE DISTRIBUTION OF ALBERTA'S WORKING POPULATION

15-19	20-24	25-34	35-44	45-54	55-64	Sum	Number
7.6	12.8	24.6	24.4	18.8	11.7	100.0	724,345





TABLE 3  
 REPEATING AND CONTINUING TRAINEES: PERCENTAGE  
 WITHIN AGE GROUPS BY SEX  
 Source: Calgary (1)

	AGE							All	Number
	Under 20	20-24	25-29	30-34	35-39	40-44	45+		
M	9.4	23.9	32.7	28.6	24.3	26.9	66.7	25.7	126
F	17.9	26.7	35.2	51.5	38.7	35.5	20.0	28.2	120
T	14.6	25.2	33.6	36.5	30.9	31.6	41.9	26.9	246



## TYPES OF COURSES

Table 4 - Type of Course: Number of Enrolments and Percentages

Table 5 - Type of Course: Percentage Distributions of Trainees by Age and Sex

Table 6 - Type of Course: Number of Withdrawals and Percentages

It is constantly emphasized by provincial and federal civil servants that the Department of Manpower and Immigration zealously upholds its right to decide the kinds of training to purchase. Unfortunately, it is difficult to obtain information about the basis on which decisions are made. The Department's declared view is that "courses are selected on the basis of the known and expected needs of the economy for different skills as reviewed by the joint federal-provincial committees" (20, p. 3). "This involves ensuring that manpower supplies are matched quantitatively, qualitatively and geographically" (20, p. 2). The picture conjured up is of groups of wise men analyzing the output of giant computers and deciding that Calgary, for instance, needs fifteen Roughnecks III in 1971, while St. John's requires twenty-five Kelp Pickers I in 1972, and Winnipeg will be short of twenty-five Seamstresses in 1970 and so on. With these scientifically derived conclusions, provinces are induced to provide the necessary courses to fill deficiencies. Manpower Centres are then informed of the number of "seats" in different courses that have been purchased. Following this, suitable unemployed or underemployed people are carefully chosen to undertake the training to fill the vacancies in the courses. It is impossible to assess how closely that picture portrays reality, but the general impression obtained is that the procedures are very different. All that can be accomplished in a report of this kind is to attempt to analyze the types of courses purchased and the numbers of respective trainees. Given the dearth of published statistics, there is rarely a chance to obtain figures on which comparisons can be formulated.

Listing the number of trainees in each course offered in Alberta





would provide a dazzling and meaningless array of figures. Some kind of grouping is essential. In its report to the Organization for Economic Cooperation and Development, the Department of Manpower and Immigration lists fifty course categories (20). The Department used eleven subdivisions in the data provided for the present survey. Because those subdivisions did not seem satisfactory for the Alberta situation, courses were grouped according to the categories shown in Table 4. Appendix B gives the courses included under the various headings. The new categories required a recombination of some of the Ottawa (3) subdivisions.

The three sets of statistics included in Table 4 show that vocational preparation courses were the predominant form of training provided in Alberta. Basic Training for Skill Development, as it is termed by the Department of Manpower and Immigration, involves the teaching of mathematics, language and science up to Grade XII level. Although there is considerable variation in the two sets of figures giving provincial totals, 42% of Alberta adult trainees, at least, received grade school education. The Calgary figure of 80% is slightly inflated because records of some of those trained in other than the Vocational Centre were not included in the statistics provided. The proportion of trainees in these pre-vocational courses for the whole of Canada in 1967-68 was 36% (20). The greater emphasis in Alberta on basic grade school education of adults might lead to the expectation that the general educational level is low compared to the rest of Canada. This is not the case. In 1961, the average level of schooling in Alberta was the second highest of any province, exceeded only by British Columbia (25, Table 8-5). Further, the September 1965 sample survey of the unemployed showed that the median school grade attained by "unplaced applicants" for the whole of Canada was 8.3, while Alberta's unemployed had achieved the highest level of any province at 9.7 (15, Table 18).

Because course content should occupy a focal point of discussion in a report such as this, the remaining categories of Table 4 deserve clarification and at least some comment.



### Business

The high proportion of females in this category is accounted for by training in clerical-bookkeeping, typing and stenographic skills. These are the only courses provided in the Alberta Vocational Centre, Calgary, apart from pre-vocational training and explains the higher proportion of enrolment in this city.

### Barbers and Beauticians

This special category was included because federal programs for adult training seemed to have produced an extraordinary number of hirsutical specialists over the last ten years. In Alberta most of such training occurs in private schools. Part of the reason for this non-ending supply is presumably because C.M.C.'s have been constantly informed that vacancies exist in this "profession." However, the vacancies probably occur because large numbers of barbers and beauticians may be moving to other jobs or ceasing to be employed, rather than due to a great absolute increase in demand. A careful follow-up study on people trained in these trades is long overdue.

### Food Services

The number of those employed in jobs related to the preparation and serving of meals has greatly increased over the years and vacancies are likely to expand in future. This, and the related fields of hotel and motel management, seem obvious areas for expansion of adult training opportunities.

### Paramedical

This heading in which a third of female trainees are included, comprises nursing aides, nursing orderlies and some medical technicians and librarians. Federal funding for some of these courses is channeled through the provincial Department of Health and is not included in the figures provided by Ottawa. Again, these would seem to be excellent areas for continued expansion of adult training facilities.

### Agriculture

In a province such as Alberta, where agriculture continues to be of considerable economic importance, the proportion of trainees in this





field seems inadequate. Given the low educational level of agricultural workers in general, a greater effort would seem desirable. The difference between the Ottawa and Edmonton figures is due to the exclusion in the former, and inclusion in the latter of various mechanical and non-mechanical agricultural training courses. Ottawa has placed these trainees under other headings.

#### Trades, skills and technology

An enormous variety of courses are included under this heading, as can be seen from the list in Appendix B. Attempts to subdivide the courses according to some logical or occupational criterion were not satisfactory. The total numbers of trainees involved is not large and the enrolment in any particular course often amounted to only one or two. Many of the trainees were sponsored under the rehabilitation program. It is in this area that a major effort needs to be made to increase the number of O.T.A. trainees.

#### Petroleum

Ottawa has no specific petroleum classification and includes preparation for work in this industry under other headings. Because Alberta's economy depends heavily on the petroleum and gas industries, training for jobs associated with these enterprises deserves special attention. The Alberta Petroleum Industry Training Centre at Edmonton, which provides almost all the courses in this area, is a particularly praiseworthy venture.

#### University

All trainees included in this category are handicapped and fall under the special rules applying to rehabilitation.

In Table 5 where the age breakdown for various courses is provided, the categories used by Ottawa have been retained. The figures show that men over 35 tend to be trained in agricultural, service, recreation and craft courses. Table 6 shows large variations in the percentage withdrawal from different course groupings. Some



of the numbers are very small and therefore cannot be taken as representative. The very high withdrawal rate of beauticians and the comparatively low withdrawal rates in agricultural and petroleum courses are noteworthy.





TABLE 4

TYPE OF COURSE\*: NUMBER OF ENROLMENTS AND PERCENTAGES

A - Source: Edmonton (2)

B - Source: Ottawa (3)

C - Source: Calgary (1)

Course Group		Province				Calgary	
		A		B		C	
		Per-centage	Number	Per-centage	Number	Per-centage	Number
B.T.S.D. (Vocational Preparation)	M	46.8	1917	66.0	2120	94.7	610
	F	34.7	902	58.5	929	63.7	383
	T	42.1	2819	63.6	3049	79.8	993
Business	M	3.8	155	1.8	59	1.2	8
	F	21.1	547	22.1	351	30.1	181
	T	10.5	702	8.6	410	15.2	189
Barbers and Beauticians	M	0.8	34			0.6	4
	F	3.7	95			2.5	15
	T	2.0	129			1.5	19
Food Services	M	4.4	182	8.2	263		
	F	3.0	79	16.8	266		
	T	3.9	261	11.0	529		
Paramedical	M	1.8	73				
	F	32.7	850				
	T	13.8	923				
Agriculture	M	14.1	578	1.7	53		
	F	0.6	15	0.1	1		
	T	8.9	593	1.1	54		
Trades, Skills and Technology	M	13.0	534	18.2	586		
	F	1.4	36	0.0			
	T	8.5	570	12.2	586		
Petroleum	M	7.5	308				
	F	0.0					
	T	4.6	308				
Universities	M	0.6	23			2.8	18
	F	0.6	15			1.7	10
	T	0.6	38			2.2	28
Miscellaneous	M	7.1	292	4.1	130	0.6	4
	F	2.3	59	2.5	40	2.0	12
	T	5.2	351	3.5	170	1.3	16
Sum	M	100.0	4096	100.0	3211	100.0	644
	F	100.0	2598	100.0	1587	100.0	601
	T	100.0	6694	100.0	4798	100.0	1245

\*See Appendix B



TABLE 5

TYPE OF COURSE: PERCENTAGE DISTRIBUTIONS OF TRAINEES BY AGE AND SEX

Source: Ottawa (3)

Course Groups		AGE						Sum	Number
		Under 20	20-24	25-29	30-34	35-44	45+		
B.T.S.D.	M	4.5	38.0	22.9	14.9	15.9	3.8	100.0	2120
	F	11.4	35.7	19.8	11.0	17.4	4.7	100.0	929
	T	6.6	37.2	22.0	13.7	16.4	4.1	100.0	3049
Managerial, Professional & Technical	M	3.8	44.6	18.5	14.6	10.8	7.7	100.0	130
	F	22.5	25.0	5.0	7.5	25.0	15.0	100.0	40
	T	8.3	40.0	15.3	12.9	14.1	9.4	100.0	170
Clerical and Sales	M	1.7	44.0	23.7	15.3	6.8	8.5	100.0	59
	F	8.8	38.7	15.7	9.1	17.4	10.3	100.0	351
	T	7.8	39.5	16.8	10.0	15.9	10.0	100.0	410
Service and Recreation	M	6.8	19.8	18.3	16.0	19.4	19.7	100.0	263
	F	19.2	44.7	11.3	5.3	10.5	9.0	100.0	266
	T	13.0	32.4	14.7	10.6	14.9	14.3	100.0	529
Transport, Communication	M								
	F								
	T								
Farmers and Farm Workers	M	1.9	22.6	18.9	17.0	32.1	7.5	100.0	53
	F		100.0					100.0	1
	T	1.9	24.1	18.5	16.7	31.4	7.4	100.0	54
Other Primary	M	11.2	53.0	22.4	7.8	5.6		100.0	268
	F								
	T	11.2	53.0	22.4	7.8	5.6		100.0	268
Craftsmen, GP1	M	2.6	30.8	20.5	17.9	20.5	7.7	100.0	39
	F								
	T	2.6	30.8	20.5	17.9	20.5	7.7	100.0	39
Machinists, Plumbers & Sheet Metal Workers	M	6.4	47.2	22.9	11.4	7.1	5.0	100.0	140
	F								
	T	6.4	47.2	22.9	11.4	7.1	5.0	100.0	140
Mechanics and Repairmen	M	7.2	41.7	23.0	14.4	7.2	6.5	100.0	139
	F								
	T	7.2	41.7	23.0	14.4	7.2	6.5	100.0	139
Craftsmen, GP2, Laborers	M								
	F								
	T								
All	M	5.3	38.4	22.2	14.3	14.5	5.3	100.0	3211
	F	12.4	37.7	17.1	9.5	16.4	6.9	100.0	1587
	T	7.7	38.1	20.5	12.7	15.2	5.9	100.0	4798





TABLE 6

TYPE OF COURSE: NUMBER OF WITHDRAWALS AND PERCENTAGES

Source: Edmonton (2)

Course Groups		Number Withdrawn	Percentage of New Enrolment
B.T.S.D. (Vocational Preparation)	M	535	27.9
	F	223	24.7
	T	758	26.9
Business	M	32	20.6
	F	138	25.2
	T	170	24.2
Barbers and Beauticians	M	7	20.6
	F	40	42.1
	T	47	36.4
Food Services	M	21	11.5
	F	12	15.2
	T	33	12.6
Paramedical	M	9	12.3
	F	175	20.6
	T	184	19.9
Agriculture	M	33	5.7
	F	1	6.7
	T	34	5.7
Trades, Skills and Technology	M	191	35.8
	F	2	50.0
	T	193	33.8
Petroleum	M	30	9.7
	F	0	
	T	30	9.7
Universities	M	2	8.7
	F	1	6.7
	T	3	7.9
Miscellaneous	M	8	2.7
	F	3	5.1
	T	11	3.1
All	M	868	21.2
	F	595	22.9
	T	1463	21.9



## COURSE DURATION

Table 7 - Duration of Course: Percentage Distributions of Trainees by Sex

Table 8 - Duration of Course: Percentage Distributions of Trainees by Age and Sex

Table 9 - Withdrawal by Course Duration and Sex

Table 7 provides distribution figures for duration of courses obtained from three different sources. The variations between the figures represent the equivalent of large sums of money, since length of course is directly correlated with costs. The difference between the figures for females derived from Ottawa and those derived from Edmonton is probably due to the inclusion of nursing aides in the Edmonton statistics and their exclusion from the Ottawa statistics.

Far higher proportions of female trainees than male trainees were enrolled in courses of long duration. This is the result of the large number of women following nursing aide and business programs, both of which last over 22 weeks. One important implication of the sex difference in course duration is that overall averages can be very misleading. The modal course duration for men is 14 weeks. This is to be expected since most males attend the pre-vocational program and these programs are divided into 14 week periods. As can be seen from the Tables, the proportion of females in these courses was only slightly less than that of males. The Calgary figures show a large number of male and female trainees in courses lasting less than 14 weeks. The only explanation proffered for this is that there may have been some miscalculation and that many of these trainees are in fact in a 14 week course which had been shortened by a week or so.

The age distributions given in Table 8 show that, in general, older age groups had larger proportional representation in very short courses. The dividing line seems to be at about the age of 30 and this might constitute an operational definition of old in a training context. Although there was also a tendency for younger age groups





to be overrepresented in courses of longer duration, there is one important exception. The oldest age group (45+) provided a relatively high proportion of trainees in courses which last over 32 weeks.

Table 9 shows that withdrawal rates were low in courses of short duration. This is to be expected since the longer the course the longer the opportunity to withdraw. However, the relation between length of course and withdrawal is in fact curvilinear. The greatest proportion of withdrawals was in 16 week courses, presumably of the vocational preparation variety. Since the largest number of trainees belong to this group, the implications for both the organization of courses and financing require future careful investigation.



TABLE 7

## DURATION OF COURSE: PERCENTAGE DISTRIBUTIONS OF TRAINEES

## BY SEX

A - Source: Ottawa (3)

B - Source: Edmonton (2)

C - Source: Calgary (1)

Duration (Weeks)	Province						Calgary		
	A			B			C		
	M	F	T	M	F	T	M	F	T
0 - 5	15.9	5.0	12.3	14.3	0.0	8.8	6.5	3.3	5.0
6 - 13	15.7	7.7	13.0	7.3	1.7	5.1	39.2	45.8	42.3
14 - 22	42.7	33.6	39.7	53.1	37.2	46.9	53.5	38.1	46.1
23 - 31	17.2	13.4	16.0	4.1	0.4	2.6	0.3	3.8	2.0
32 +	8.5	40.3	19.0	21.2	60.7	36.6	0.6	9.0	4.6
Sum	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	3219	1587	4806	4096	2598	6694	664	601	1265



TABLE 8

DURATION OF COURSE: PERCENTAGE DISTRIBUTIONS OF

TRAINEES BY AGE AND SEX

Source: Ottawa (3)

Duration (Weeks)		AGE						Sum	Number
		Under 20	20-24	25-29	30-34	35-44	45+		
0 - 5	M	6.5	30.4	20.9	14.5	17.8	9.9	100.0	511
	F	6.3	34.9	15.0	11.3	27.5	5.0	100.0	80
	T	6.5	31.0	20.1	14.0	19.1	9.3	100.0	591
6 - 13	M	4.0	37.4	24.4	16.3	14.1	3.8	100.0	504
	F	5.7	30.4	27.0	11.5	21.3	4.1	100.0	122
	T	4.4	36.1	24.9	15.3	15.5	3.8	100.0	626
14 - 22	M	5.8	40.0	22.7	14.0	13.4	4.1	100.0	1376
	F	14.5	38.8	16.3	10.7	15.2	4.5	100.0	533
	T	8.2	39.6	21.0	13.1	13.9	4.2	100.0	1909
23 - 31	M	4.9	41.3	20.2	13.5	16.8	3.3	100.0	555
	F	8.0	31.5	25.8	11.7	17.8	5.2	100.0	213
	T	5.7	38.7	21.7	13.0	17.1	3.8	100.0	768
32 +	M	4.8	41.0	22.3	12.5	10.3	9.1	100.0	273
	F	14.2	40.4	13.0	7.2	14.7	10.4	100.0	639
	T	11.4	40.6	15.9	8.8	13.4	10.1	100.0	912
All	M	5.3	38.5	22.2	14.2	14.5	5.3	100.0	3219
	F	12.1	37.7	17.1	9.5	16.4	6.9	100.0	1587
	T	7.8	38.1	20.5	12.7	15.1	5.8	100.0	4806





TABLE 9  
WITHDRAWAL BY COURSE DURATION AND SEX

Source: Edmonton (2)

Duration (Weeks)		Number Withdrawn	Percentage of New Enrolment
0 - 5	M	29	4.9
	F	0	0.0
	T	29	4.9
6 - 13	M	16	4.6
	F	2	0.6
	T	18	5.2
14 - 22	M	661	21.0
	F	226	7.2
	T	887	28.2
23 - 31	M	18	10.2
	F	1	0.6
	T	19	10.8
32 +	M	144	5.9
	F	366	14.9
	T	510	20.8
All	M	868	21.2
	F	595	22.9
	T	1463	21.9



## MARITAL STATUS OF TRAINEES

Table 10 - Marital Status of Trainees in Percentages by Sex

Table 11 - Marital Status of Unplaced Applicants and Trainees (1965 and 1966) in Percentages by Sex

Table 12 - Marital Status of Trainees in Percentages by Age and Sex

The marital status distributions of Calgary and Alberta trainees shown in Table 10 resemble each other closely. The proportion of single males and females is almost identical, but there are relatively few married females. Separated and divorced males are rare compared to the numbers of these in the female categories. The O.T.A. scheme is making an important contribution in helping those who have dispossessed themselves or been dispossessed of husbands to obtain vocational qualifications.

The proportion of widowed, divorced and separated female trainees in 1968 was far higher than in 1965 and 1966, as can be seen in Table 11. That Table has been culled from the comparison survey of trainees and the unemployed (15). Even with the lower 1965-66 rate of widowed, divorced and separated females, their proportion among trainees is far greater than among the unemployed. The separate samplings in September and February were intended to highlight any differences at low and high peaks of the unemployment cycle. The Table suggests that the number of single male trainees increases when there are fewer jobs available. Further, the number of single male trainees and single female trainees is proportionately higher than among the unemployed. Both of these findings are probably a function of the family responsibilities of married people, which prevent them from becoming trainees.

Table 12 shows that the proportion of single trainees drops with age, while the proportion of married trainees rises. The rise among married females is, as might be expected, lower than among males. On the other hand, the proportions of widowed, divorced and separated





females seem to show a consistent rise in each category with age. It is somewhat surprising to find that there are over 200 divorced and separated females below the age of 25 among the trainees, quite a few being under 20.



TABLE 10

## MARITAL STATUS OF TRAINEES IN PERCENTAGES BY SEX

Sources: Ottawa (3) and Calgary (2)

	ALBERTA			CALGARY		
	Male	Female	Total	Male	Female	Total
Single	36.7	40.5	37.9	36.5	38.2	37.3
Married	59.8	17.5	45.8	58.0	19.2	39.7
Widowed	0.3	4.7	1.7	0.2	2.3	1.2
Divorced	1.2	10.6	4.3	2.6	12.3	7.2
Separated	2.1	26.7	10.2	2.8	28.0	14.6
Sum	100.0	100.0	100.0	100.0	100.0	100.0
Number	3202	1579	4781	683	608	1291



TABLE 11  
MARITAL STATUS OF UNPLACED APPLICANTS AND TRAINEES  
(1965 and 1966) IN PERCENTAGES BY SEX

Source: (15)

		September 1965				February 1966			
		Trainees		Unemployed		Trainees		Unemployed	
		Alberta	Canada	Alberta	Canada	Alberta	Canada	Alberta	Canada
Single	M	43.2	69.2	34.2	35.4	59.8	64.7	36.6	34.7
	F	64.2	51.2	24.5	25.5	58.7	48.4	16.8	21.0
	T	59.1	60.1	29.5	31.6	59.2	57.9	31.1	31.2
Married	M	51.5	28.7	58.9	58.4	37.5	33.4	57.1	60.3
	F	10.3	24.1	66.2	64.1	11.9	33.9	68.0	67.2
	T	20.2	26.3	62.6	60.2	23.7	33.5	59.8	61.9
Widowed, Divorced and Separated	M	5.3	2.1	6.0	6.2	2.7	1.9	6.3	5.0
	F	25.5	24.7	9.3	10.4	29.4	17.7	15.2	11.8
	T	20.7	13.6	7.9	8.2	17.1	8.6	9.1	6.9





TABLE 12

## MARITAL STATUS OF TRAINEES IN PERCENTAGES BY AGE AND SEX

Source: Ottawa (3)

MARITAL STATUS		AGE						NUMBER
		Under 20	20-24	25-29	30-34	35-44	45+	
Single	M	89.0	58.4	24.6	15.2	9.9	6.5	1174
	F	85.1	56.6	30.0	15.3	8.5	9.2	639
	T	87.0	57.8	26.1	15.2	9.4	7.5	1813
Married	M	10.4	40.6	71.5	79.5	82.1	87.1	1915
	F	6.2	11.4	17.8	24.7	29.6	31.2	276
	T	8.2	31.1	56.7	65.9	63.2	65.2	2191
Widowed	M	0.0	0.1	0.3	0.0	0.7	1.1	8
	F	0.0	0.8	3.0	7.3	8.5	25.7	74
	T	0.0	0.3	1.0	1.8	3.5	10.8	82
Divorced	M	0.0	0.2	1.1	1.3	3.7	2.3	38
	F	1.0	6.7	17.0	13.3	20.0	7.3	168
	T	0.5	2.4	5.5	4.3	9.5	4.3	206
Separated	M	0.6	0.7	2.5	4.0	3.7	2.9	67
	F	7.7	24.4	32.2	39.3	33.5	26.6	422
	T	4.4	8.4	10.7	12.8	14.4	12.2	489
Sum	M	100.0	100.0	100.0	100.0	100.0	100.0	3202
	F	100.0	100.0	100.0	100.0	100.0	100.0	1579
	T	100.0	100.0	100.0	100.0	100.0	100.0	4781
Numbers		368	1826	981	604	723	279	4781



## EDUCATIONAL LEVEL AND INTELLIGENCE OF TRAINEES

Table 13 - Educational Level of Trainees: Percentage Distributions by Sex

Table 14 - Educational Level of Trainees: Percentage Distributions by Age and Sex

Table 13 shows that well over half of trainees had achieved a Grade X level of education. It might be expected that older groups were strongly represented in those with the lowest levels of education. Table 14 shows that this was only true of older males. Most older females had been educated to at least Grade X. Vice versa there was a very high proportion of females aged below 20 with less than Grade VI education. Previous level of education clearly depends on the kind of training offered. Given the Alberta emphasis on pre-vocational courses, there are less possibilities of suitable openings for individuals who have passed or are uninterested in high school education.

Some confirmation of this viewpoint is obtained from the 1965 study which compared trainees and unplaced applicants (15). This shows little difference between the two groups in Alberta, as opposed to the overall Canadian figures. In other words, while trainees in the rest of Canada tend to have higher educational levels than unemployed samples, this is not the case in Alberta. Alberta's trainees and unemployed had almost equal years of schooling. The difference may well be due to a greater opportunity for skill training under O.T.A. sponsorship in other provinces.

A recent study of trainees at the Edmonton Vocational Centre (32) is relevant to the question of previous educational level. It was found that the vast majority of trainees were in the normal intelligence range. If anything, there was a suggestion that trainees had slightly higher ability on the average compared to the general population. Clearly the people chosen for training are those who will not have too much difficulty in learning the subject material offered. Vocational centres might therefore be considered as offering a form of remedial education for academic



under-achievers of average intelligence. This is a most worthwhile venture. Nevertheless, the question must be asked whether this should be the intent of a vocational training program for adults.

TABLE 13

EDUCATIONAL LEVEL OF TRAINEES: PERCENTAGE DISTRIBUTIONS BY SEX

Source: Ottawa (3)

	YEARS OF SCHOOLING				Sum	Number
	0 - 6	7 - 9	10 - 12	13 - 16		
M	7.8	46.5	44.3	1.4	100.0	3202
F	0.7	33.3	64.5	1.5	100.0	1570
T	5.5	42.1	50.9	1.5	100.0	4772





TABLE 14

EDUCATIONAL LEVEL OF TRAINEES: PERCENTAGE DISTRIBUTIONS BY AGE AND SEX

Source: Ottawa (3)

Years of Schooling		AGE						Sum	Number
		Under 20	20-24	25-29	30-34	35-44	45+		
0 - 6	M	2.8	22.3	19.1	16.7	22.3	16.8	100.0	251
	F	36.4	27.2	9.1	18.2	9.1	0.0	100.0	11
	T	4.2	22.5	18.7	16.8	21.8	16.0	100.0	262
7 - 9	M	7.4	38.5	20.1	15.2	15.1	3.7	100.0	1489
	F	12.8	37.2	17.0	10.0	17.4	5.6	100.0	522
	T	8.8	38.1	19.3	13.9	15.7	4.2	100.0	2011
10 - 12	M	4.0	42.1	24.2	12.4	12.4	4.9	100.0	1417
	F	12.2	38.4	16.6	9.3	15.9	7.5	100.0	1013
	T	7.4	40.7	21.0	11.1	13.8	6.0	100.0	2430
13 - 16	M	0.0	11.1	46.6	17.8	15.6	8.9	100.0	45
	F	0.0	16.7	37.4	12.5	16.7	16.7	100.0	24
	T	0.0	13.0	43.5	15.9	15.9	11.6	100.0	69
All	M	5.4	38.5	22.2	14.1	14.5	5.3	100.0	3202
	F	12.4	37.6	17.0	9.6	16.4	6.9	100.0	1570
	T	7.7	38.2	20.5	12.7	15.1	5.9	100.0	4772



## LABOUR FORCE STATUS OF TRAINEES BEFORE TRAINING

Table 15 - Labour Force Status Before Training: Percentage  
Distributions by Sex

Table 16 - Labour Force Status Before Training: Percentage  
Distributions by Age and Sex

Table 15 shows that only 37% of the trainees are categorized as "unemployed" prior to enrolment. The category labeled "in school" presumably also includes a number of previously unemployed persons and it is reasonable to assume that the proportion is also 37%. Even so, it seems that the program places at least as much stress on upgrading those at present employed as it does on helping the unemployed to acquire marketable skills. It must be confessed that a division of trainees into employed and unemployed categories is not satisfactory. No information is provided on previous employment of the unemployed, or previous unemployment of the employed. More discriminating analyses are provided in other reports (15, 26).

The category "not in labour force" consists primarily of females who undertake training, presumably after family duties have ceased being onerous. This is confirmed in Table 16 which shows that the older age groups are disproportionately represented in the "not in labour force" category. The relevant figures for males are too few in number for any conclusions to be reached. The small proportion of older unemployed males among the trainees shows that no special emphasis is being placed on this important group of individuals. The relatively high number of unemployed females below the age of 20 probably consists largely of those with low educational achievements (p.34).



TABLE 15

LABOUR FORCE STATUS BEFORE TRAINING: PERCENTAGE

DISTRIBUTIONS BY SEX

Source: Ottawa (3)

	LABOUR FORCE STATUS				Sum	Number
	Employed	Not Employed	In School	Not in Labour Force		
M	44.3	38.4	17.0	0.3	100.0	3210
F	37.7	34.7	19.3	8.4	100.0	1578
T	42.1	37.1	17.8	3.0	100.0	4788





TABLE 16

## LABOUR FORCE STATUS BEFORE TRAINING: PERCENTAGE

## DISTRIBUTIONS BY AGE AND SEX

Source: Ottawa (3)

Labour Force Status		AGE						Sum	Number
		Under 20	20-24	25-29	30-34	35-44	45+		
Employed	M	5.4	39.1	22.6	14.4	14.0	4.4	100.0	1422
	F	11.4	39.1	16.6	7.6	17.1	8.1	100.0	595
	T	7.2	39.2	20.8	12.4	14.9	5.5	100.0	2017
Not Employed	M	7.0	39.8	20.9	12.4	13.8	6.1	100.0	1231
	F	17.7	39.9	17.2	8.4	10.2	6.6	100.0	547
	T	10.3	39.8	19.7	11.2	12.7	6.2	100.0	1778
In School	M	1.7	33.7	23.6	18.1	17.2	5.7	100.0	546
	F	8.9	35.6	16.8	10.9	22.7	5.2	100.0	304
	T	4.2	34.4	21.2	15.5	19.2	5.5	100.0	850
Not in Labour Force	M	9.1	18.2	54.5	0.0	9.1	9.1	100.0	11
	F	3.8	25.0	18.2	19.7	25.0	7.6	100.0	132
	T	4.2	24.5	21.0	18.2	24.5	7.7	100.0	143
Total	M	5.4	38.5	22.2	14.2	14.5	5.3	100.0	3210
	F	12.5	37.5	17.0	9.5	16.5	7.0	100.0	1578
	T	7.7	38.1	20.5	12.7	15.1	5.9	100.0	4788



## GEOGRAPHICAL ORIGIN OF TRAINEES

Table 17 - Geographical Origin of Trainees: Number and Percentage of Population

Table 18 - Geographical Origin of Trainees: Percentage Distributions by Age

In theory each of the Canada Manpower Centres across Canada has the right to recommend clients for training in courses which the Department of Manpower and Immigration has purchased from any of the provincial authorities. In practice, courses offered in Alberta are used by the eleven C.M.C.'s situated within the province. There is no provincial headquarters for these eleven Alberta Manpower Centres, and their involvement in training is supervised by the Prairie Region Office of the Department situated at Winnipeg.

Table 17 shows the number of clients accepted for training from the eleven Manpower Centres. The population percentages have been calculated on the basis of the 1966 census figures for people aged over 15, residing in the catchment area of each individual Centre (21). The overall Alberta and Canadian totals are also provided for comparisons, although the latter is based on 1967 trainee figures.

The Table shows that there were large differences between the Centres in their utilization of the O.T.A. program. It is, however, impossible to judge from one annual sample whether the variations represent consistent geographical trends and there are no comparable statistics for previous years. Further, the location of the recommending Manpower Centre may not be a true portrayal of the origin of trainees. A trainee may be recommended by C.M.C., Calgary, after he has migrated from a rural area and has not found work in the city.

The most important variable influencing the geographical origin of trainees is probably the location of the training schools. Potential students who can continue to live at home are more likely to accept training. They are also the people who are more likely to know of the existence of the training schools and might therefore themselves



propose attendance to the Manpower counsellor. Table 17 confirms the suggestion that Manpower Centres without a training school in the vicinity - Blairmore, Drumheller, Edson and Stettler - were those that recommended fewer people for training. On the other hand Edmonton and Calgary with approximately 50% of Alberta's population sponsor 73% of trainees.

Age distributions of trainees recommended by different Manpower Centres are given in Table 18. Once again some quite large differences between individual centres appear. With the small numbers involved it is even less justifiable to assume that the figures portray other than chance variations. It should be noted, however, that propinquity to a training centre does not seem to be an important variable influencing the sponsorship of older trainees. Thus, Blairmore and Drumheller send a reasonable proportion of trainees over the age of 35, while Edson and Stettler do not.





TABLE 17

## GEOGRAPHICAL ORIGIN OF TRAINEES: NUMBER AND PERCENTAGE OF POPULATION

Sources: Ottawa (3) and (19, 21)

Location of Supplying C.M.C.	Number	Percentage of Population (over 15 years of age)
Blairmore	21	0.2
Calgary	1292	0.5
Drumheller	21	0.1
Edmonton	1832	0.5
Edson	14	0.1
Grand Prairie	116	0.5
Peace River	78	0.4
Lethbridge	272	0.4
Medicine Hat	204	0.6
Red Deer	402	0.6
Stettler	23	0.2
Alberta*	4894	0.5
Canada* (1967)	106,105	0.8

\*Includes part-time



TABLE 18

## GEOGRAPHICAL ORIGIN OF TRAINEES: PERCENTAGE DISTRIBUTIONS BY AGE

Source: Ottawa (3)

Location of Supplying C.M.C.	AGE						Sum	Number
	Under 20	20-24	25-29	30-34	35-44	45+		
Blairmore	0.0	42.9	23.8	14.3	9.5	9.5	100.0	21
Calgary	8.5	39.8	19.7	12.4	14.3	5.4	100.0	1292
Drumheller	19.0	33.3	23.8	4.8	14.3	4.8	100.0	21
Edmonton	6.3	35.5	21.8	13.3	16.9	6.1	100.0	1832
Edson	7.1	35.8	35.7	21.4	0.0	0.0	100.0	14
Grand Prairie	8.6	30.2	25.0	11.2	15.5	9.5	100.0	116
Peace River	16.7	41.0	16.7	11.5	6.4	7.7	100.0	78
Lethbridge	7.7	49.9	14.0	10.7	13.2	4.4	100.0	272
Medicine Hat	8.3	35.3	26.5	11.8	13.7	4.4	100.0	204
Red Deer	4.7	40.4	21.4	12.7	16.4	4.5	100.0	402
Stettler	17.4	35.0	21.7	21.7	4.3	0.0	100.0	23
All	7.4	38.2	20.9	12.7	15.3	5.6	100.0	
Number	315	1630	894	542	653	241		4275



## APPRENTICESHIP

Table 19 - Apprentices: Percentage Distribution by Age

In Alberta, apprenticeship comes under the aegis of the provincial Department of Labour. Length of apprenticeship varies and usually lasts from three to four years, the minimal educational level for entering usually being Grade IX or X. Apprentices attend full-time courses for varying lengths of time, almost all of these being held at one or other of the Institutes of Technology. Thus, gas-fitters have a four week course in their first year, three weeks in their third year and none in their second year. Electricians and instrument mechanics attend for four weeks in each of the first three years of apprenticeship and twelve weeks in their fourth year. Training costs are covered by the Federal Government and during the period of full-time education, apprentices are eligible for the usual living allowances. About 20% of the youngest trainees without dependents, who have been in the labour force for less than three years, receive a smaller living allowance from provincial sources. This has created some resentment, and perhaps hardship. The federal subsidies are automatic and, happily, there appears to be no attempt to limit the number of apprentices according to a predetermined budget.

The Alberta Apprenticeship scheme is widely known and respected. It has even been the subject of a special Federal Government pamphlet (16). Almost 8,000 apprentices were registered in 1968, about 500 more than in 1967. Of the total apprentices registered in Canada, some 16% live in Alberta. This is more than double the expected percentage figure of 7%, based on the proportion of the Canadian population residing in the province.

Table 19 shows that the popular idea of apprenticeship being confined to youths in their late teens or early twenties is not true. Some 20% are over the age of 30. There are only seven registered female apprentices in the whole of Alberta.





Although the apprenticeship situation in Alberta seems to be most satisfactory, there are a few areas where further study could be of benefit. The link between the pre-vocational (B.S.T.D.) part of the O.T.A. program and apprenticeship programs seems tenuous. No figures are available on the number of O.T.A. "graduates" who later become apprentices. Further consideration should be given to the possibilities of reducing the required apprenticeship period for students with relevant training under O.T.A. auspices. This in itself might encourage more people over the age of 30 to become trainees. The possibility of an oversupply of apprentices in some trades has been raised during discussions. There also seems to be an increasing problem of a shortage of young tradesmen in rural areas.

TABLE 19

## APPRENTICES: PERCENTAGE DISTRIBUTION BY AGE

Source: Ottawa (3)

AGE						Sum	Number
Under 20	20-24	25-29	30-34	35-44	45+		
5.9	48.7	25.5	10.4	7.6	1.9	100.0	7944



## TRAINING IN INDUSTRY

Table 20 - Training in Industry (Part-time): Percentage Distributions of Trainees by Age and Sex

Table 21 - Training in Industry (Full-time): Numbers of Trainees by Industry and Course Duration

Table 22 - Training in Industry (Part-time): Numbers of Trainees by Industry and Course Duration

Both the Federal and Provincial Governments are prepared in certain circumstances to pay the costs of training in private and public industries, as well as to provide living allowances for trainees. The aim of these programs is to upgrade the skills of members of the working force. This could be of particular value in helping workers whose skills have become obsolete through the introduction of new machinery or techniques. Skills which are taught must be valuable in factories or companies other than where training takes place. Apart from that limitation, it has not been possible to ascertain on what basis industries are chosen for financial assistance under this program. Casual inquiries among acquaintances demonstrated complete ignorance of the scheme in a selected unrepresentative small sample. Clearly there is a potential risk of "pork barrel" politics here and a much more careful study of the program seems desirable.

The Ottawa figures in Table 20 suggest that only 135 part-time trainees were sponsored by the Federal Government under this program. Edmonton's statistics in Tables 21 and 22 show a total of 2,218 full-time and 555 part-time trainees. Many of these are sponsored under the provincial scheme, but apparently not as many as the discrepancy in numbers suggests. The age breakdown of the Ottawa figures demonstrates that, even in a program which would appear to be tailored to older employees, their number is negligible. The types of courses and duration are given in Tables 21 and 22. These show that the vast majority of full-time courses in this program last less than a week, and 99% of part-time courses last less than 20 hours. It is worthy of note that the greatest concentration of trainees is in the telephone industry, which is of course a Provincial Government monopoly.



TABLE 20

TRAINING IN INDUSTRY (PART-TIME): PERCENTAGE

DISTRIBUTIONS OF TRAINEES BY AGE AND SEX

Source: Ottawa (3)

	AGE						Sum	Number
	Under 20	20-24	25-29	30-34	35-44	45-54		
M	3.7	27.1	37.4	14.0	13.1	4.7	100.0	107
F	3.6	28.6	35.7	14.3	14.3	3.6	100.0	28
T	3.7	27.4	37.0	14.1	13.3	4.5	100.0	135





TABLE 21  
 TRAINING IN INDUSTRY (FULL-TIME): NUMBERS OF TRAINEES  
 BY INDUSTRY AND COURSE DURATION

Source: Edmonton (2)

Industry		DURATION				Total	Percentage by Industry of Total Trainees
		1 week or less	1-14 weeks	15-25 weeks	6 months plus		
Oil, Gas and Mining	M	274	288	44		606	
	F T	274	288	44		606	27.3
Telephone	M	815	190			1005	
	F T	815	190			1005	45.3
Agriculture	M	33	12			45	
	F T	33	12			45	2.0
Garment	M						
	F T		97 97			97 97	4.4
Pulp	M		83			83	
	F T		83			83	3.7
Security	M		61			61	
	F T		61			61	2.8
Miscel- laneous	M	113	113	20	6	252	
	F T	3 116	113	20	8 14	11 263	11.9
Industry Unknown	M	58				58	
	F T	58				58	2.6
All	M	1293	747	64	6	2110	95.1
	F	3	97		8	108	4.9
	T	1296	844	64	14	2218	100.0



TABLE 22  
 TRAINING IN INDUSTRY (PART-TIME): NUMBERS OF TRAINEES  
 BY INDUSTRY AND COURSE DURATION

Source: Edmonton (2)

Industry	DURATION			Total	Percentage by Industry of Total Trainees
	6 hours or less	6-20 hours	20+ hours		
Oil, Gas, Mining	56	68	7	131	23.6
Telephone	15	23		38	6.8
Agriculture	20	4		24	4.3
Garment		104*		104	18.7
Pulp	27	33		60	10.8
Security					
Miscellaneous	46	37		83	15.0
Industry Unknown	81	34		115	20.7
Number	245	303	7	555	
Percentage by duration of total trainees	44.1	54.6	1.26		100.0

\* Females



## DISABLED PERSONS

Two federal government departments, three provincial government departments and numerous private agencies (e.g., John Howard Society, Mental Health Associations, schools for the retarded, C.N.I.B., etc.) are involved in the rehabilitation of disabled persons. Divisions of responsibilities are far from clear. The vague distinction between sheltered workshop and training establishment confounds the administrative problems in this area. Some disabled persons are being supported from welfare funds and therefore the official published figures for trainees sponsored under the federal/provincial agreement is an underestimate.

The Edmonton statistics (2) give a total of 179 "rehabilitation" trainees. They were enrolled in a variety of educational institutions, and included 82 in vocational preparatory programs and 45 at universities. The annual report of the Department of Education (9) states that there were 213 "rehabilitation" trainees compared to 79 and 44 in 1967-68 and 1966-67 (7,8). Federal figures (18,19) suggest that the province is overestimating its activities in rehabilitation. Alberta seems to have made much less use of federal support for the training of the disabled than Ontario and Manitoba. This may be due to different interpretations of the meaning of "disabled." Alberta confines its activities under the rehabilitation act to the physically disabled, whereas other provinces include the emotionally and socially disabled. A more concentrated effort in the rehabilitation fields is clearly warranted and the statistics suggest that a beginning to such an effort is under way.





## ALBERTA NEWSTART INCORPORATED

Table 23 - Alberta NewStart: Number of Trainees by Age, Sex and Marital Status with Percentages

In 1966, the Federal Government decided to establish "research training projects aimed at evolving new methods and techniques of motivating and qualifying disadvantaged people for employment" (14, p. 21). A Pilot Projects Branch was set up for this purpose in the Department of Citizenship and Immigration, and in the same year was absorbed by the new Department of Manpower and Immigration. The Branch has now been transferred to the new Ministry of Regional Development. In order "to provide flexibility and autonomy within established methods and procedures and quick responses to special needs" (19, p. 28) it was decided to establish one corporation in each province. The first of these, Alberta NewStart Inc., was set up in the Lac La Biche area of Alberta in the summer of 1967. By February 1969, mobile centres were in operation at Kikino, Janvier and Fort Chipewyan, in addition to the Lac La Biche Centre. In June 1969, 139 trainees were enrolled. This figure is not strictly comparable to other totals given in the present report, because emphasis is placed on training whole families. About 20 of the 139 enrolments are not being prepared for future paid employment. On the other hand, costs are of necessity increased, since children under school age are also provided with care. Table 23 shows the ages, sex and marital status of these trainees.

The main impression gained from a short visit to Alberta NewStart and from a perusal of available literature is that the financial backing for this enterprise is out of all proportion to that available elsewhere. Over \$2,000,000 of Federal Government funds seems to have been already spent, in addition to allowances paid to trainees. It is surprising that an operation of this magnitude can be described as a Pilot Project. Even more surprising is the absence of external independent assessments of the venture.



Neither monthly meetings of a board of directors, nor evaluation by members of the staff themselves can be considered adequate substitutes for annual site visits lasting a few days by an external committee. It is clearly important that if unbiased evaluations are to be made, members of an assessment team should have no direct or indirect obligation to the Departments sponsoring the project. For this reason, private consultants would be completely unsuitable. It is suggested that members of a site visiting committee be appointed by an independent organization (for instance the National Research Council or Canada Council) and that their reports be treated as confidential documents in the first instance.



TABLE 23

ALBERTA NEWSTART: NUMBER OF TRAINEES BY AGE, SEX AND  
MARITAL STATUS WITH PERCENTAGES

Source: (4)

Age		Single	Married	Number	PERCENTAGE		
					Males	Females	Total
Under 20	M	10	0	10	13.1	31.8	21.6
	F	17	3	20			
	T	27	3	30			
20 - 24	M	12	6	18	23.7	39.7	30.9
	F	13	12	25			
	T	25	18	43			
25 - 29	M	4	12	16	21.1	11.1	16.5
	F	3	4	7			
	T	7	16	23			
30 - 34	M	2	11	13	17.1	9.5	13.7
	F	1	5	6			
	T	3	16	19			
35 - 39	M	3	7	10	13.1	6.3	10.1
	F	0	4	4			
	T	3	11	14			
40 - 44	M	1	4	5	6.6	0.0	3.6
	F	0	0	0			
	T	1	4	5			
45 +	M	0	4	4	5.3	1.6	3.6
	F	0	1	1			
	T	0	5	5			
All	M	32	44	76	100.0	100.0	100.0
	F	34	29	63			
	T	66	73	139			





## AGRICULTURE

Table 24 - Agricultural College Students (Vermilion and Olds):  
Percentage Distributions by Age.

The word "baseline" exaggerates the extent of the present survey with regard to agricultural education. Since the provincial Department of Agriculture has employed external consultants to study the problem (6), this limitation is of no significance. Apart from the provincial Departments of Agriculture and Education, the Alberta Human Resources Development Authority through its section on Agricultural and Rural Development (ARDA), as well as at least three federal ministries have direct involvement in this area. Even getting to base on a baseline survey would have been too large an undertaking.

The Department of Agriculture is responsible for three colleges at Olds, Vermilion and Fairview. Table 24, which gives the age distribution for two of these, shows that very few students are over the age of 30. The colleges have an academic upgrading program and some students are sponsored under the O.T.A. scheme. It is understood that the Department of Manpower and Immigration has decided not to purchase training "seats" at agricultural colleges in future. The Department of Agriculture operates an Extension Division which keeps very careful statistics. Some examples of these, as given in the last annual report of the Department (6), may be of interest. 2,983 persons were assisted by phone, office interviews, etc. by the Home Design Branch; 4,931 people attended lectures and demonstrations on housing and decorating; and 149 pre-sewing (!) meetings were held at which 1,921 people attended.

The number of full-time trainees sponsored by ARDA during 1968-69 was 79, compared to 13 in the previous year (8,9). These are included in the Edmonton statistics (Source (2)), but there is no specific breakdown available on age distributions for ARDA trainees.



TABLE 24  
 AGRICULTURAL COLLEGE STUDENTS (VERMILION AND OLDS\*):

PERCENTAGE DISTRIBUTIONS BY AGE

Source: (4)

	AGE							Sum	No.	Per-centage With-drawals
	Under 20	20-24	25-29	30-34	35-39	40-45	45+			
Olds	70.6	17.6	5.4	2.1	2.1	0.9	1.2	100.0	425	1.4
Vermilion	35.2	47.6	5.7	4.8	1.8	3.1	1.8	100.0	227	5.7
Total	58.3	28.1	5.5	3.1	2.0	1.7	1.4	100.0	652	2.9

\*Fairview enrolments were not available.



## INSTITUTES OF TECHNOLOGY AND LETHBRIDGE COMMUNITY COLLEGE

Table 25 - Institute of Technology (Calgary, SAIT): Percentage Distributions of Full-time Students by Age, Sex and Program

Table 26 - Lethbridge Community College: Percentage Distributions of Full-time Students by Age and Program

The constant publicity concerning the fast obsolescence of acquired skills in our present day society would lead to the expectation of a high proportion of older students in technical institutions. It will be seen from Table 25 that enrolments at Calgary (SAIT) were more or less confined to people below 25 years of age and the vast majority of these are males. Apprentices are not included in the Table. The number and proportions of older students was far lower than that in universities (p. 59). It seems as if society may be placing too much emphasis on academic training at the expense of technological training. It should be emphasized, however, that the Table only includes full-time students at SAIT. Part-time students have a higher proportion of older members and, it is understood, the proportion of older students is greater in Edmonton (NAIT).

Closer relationships need to be established between those who administer the O.T.A. program and institutes of technology. If the O.T.A. program is to place more emphasis on skill training, staff of NAIT and SAIT will be the major resource for expert advisors. The fact that there are few programs at the institutes of technology which last less than a year poses a difficulty. More of these are required in order to meet the O.T.A. regulations.

Lethbridge Community College has been included in this section since it does not offer university-type courses. Table 26 shows that over 40% of the students are in vocational upgrading courses. All of these must have been included in earlier Tables. In fact, Edmonton (2) records for O.T.A. trainees at Lethbridge give a figure which is almost twice as large as that reported by Lethbridge for total student enrolment. The age distributions, once again, demonstrate a preponderance of students under 25 years of age.





TABLE 25

INSTITUTE OF TECHNOLOGY (CALGARY, SAIT): PERCENTAGE DISTRIBUTIONS  
OF FULL-TIME STUDENTS BY AGE, SEX AND PROGRAM

Source: (4)

Course		AGE						Sum	Number	Sex Propor- tions
		Under 20	20-24	25-29	30-34	35-39	40+			
Technical	M	35.9	56.4	6.4	0.6	0.7	0.0	100.0	1155	66.3
	F	55.3	36.9	1.9	0.0	1.0	4.8	100.0	103	24.7
	T	37.5	54.8	6.0	0.5	0.7	0.4	100.0	1258	58.3
Business	M	29.8	64.7	5.2	0.7	1.1	0.4	100.0	369	21.2
	F	62.4	24.2	8.5	1.2	1.2	2.4	100.0	165	39.6
	T	39.9	52.2	5.2	0.7	0.9	0.9	100.0	534	24.7
Applied Art	M	22.5	64.2	7.3	3.6	0.9	1.4	100.0	218	12.5
	F	57.0	40.3	3.3	0.0	1.3	2.0	100.0	149	35.7
	T	34.0	54.5	5.7	2.2	1.1	2.5	100.0	367	17.0
All	M	33.0	59.1	6.0	1.0	0.7	0.2	100.0	1742	100.0
	F	56.6	33.1	5.0	0.5	1.2	3.6	100.0	417	100.0
	T	37.5	54.1	5.8	0.9	0.8	0.9	100.0	2159	100.0



TABLE 26

LETHBRIDGE COMMUNITY COLLEGE: PERCENTAGE DISTRIBUTIONS OF  
FULL-TIME STUDENTS BY AGE AND PROGRAM

Source: (4)

Course	AGE						Sum	Number	Course Proportions
	Under 20	20-24	25-29	30-34	35-39	40+			
Vocational Upgrading	54.4	28.0	2.9	5.9	0.8	7.9	100.0	239	42.3
Technical	45.3	32.0	5.3	6.7	0.0	10.7	100.0	75	13.3
Business	58.9	28.9	5.6	1.5	1.0	4.1	100.0	197	34.9
Applied Art	46.3	48.1	1.9	1.9	0.0	1.9	100.0	54	9.5
All	54.0	30.8	4.1	4.1	0.7	6.4	100.0		100.0
Number	305	174	23	23	4	36		565	



## UNIVERSITIES AND JUNIOR COLLEGES

Table 27 - University Students (Full-time): Percentage Distributions by Sex and Age for Universities of Alberta, Calgary and Lethbridge

Table 28 - University Students (Full-time): Percentage Distributions of Older Students by Faculty

Table 29 - University Students: Percentage Distributions by Age and Nationality in the Faculty of Graduate Studies, Calgary

Table 30 - University Students (Part-time): Percentage Distributions by Age and Sex for Universities of Alberta and Calgary

Table 31 - Medicine Hat College: Percentage Distributions of Full-time Students by Age and Program

Universities are normally considered to be institutions for young people and indeed Table 27 shows that very few full-time students are over the age of 35. However, in terms of absolute numbers, the universities make a significant contribution to the education and training of mature adults. In the Universities of Alberta, Calgary and Lethbridge, 349 full-time students over the age of 45 are enrolled. This compares with a total of 337 non-apprentice trainees under the O.T.A. program (Table 2, p.14). Were continuing and repeating trainees subtracted from the O.T.A. figures, the universities' older student population would be found to exceed that of the official vocational program for adults to an even greater extent.

Table 28 shows that the majority of older students are enrolled in the Faculties of Education, Graduate Studies and Arts. Non-Canadians constitute a high proportion of graduate students and it therefore seemed worthwhile to analyze Canadians and non-Canadians separately. The comparison with the O.T.A. program is only appropriate if older students are Canadian. Table 29 shows that there is only one non-Canadian over the age of 45 and another three in the 40-45 age group in the Faculty of Graduate Studies.

The age distributions for part-time university students enrolled in credit courses are given in Table 30. This is the only example of





adequate representation of people over the age of 45 in educational and training institutions. The Table also suggests some interesting variations between the sexes. The percentage of females is high below the age of 25, lower from 25 to 40, but at 40 it is the female proportion once again which is higher. The trends, which are surprisingly parallel in both universities, cry out for sociological study. Is the sex difference solely due to child rearing? Are there special motives restricted to men between the ages of 25 and 40? Are they trying to equip themselves so that they can provide a better income for their families or are they trying to get away from their families? Why do males appear to give up at an earlier age than females?

Of Alberta's junior colleges, only the Medicine Hat age distributions are available. Table 31 demonstrates the usual preponderance of the youngest age group.



TABLE 27

UNIVERSITY STUDENTS (FULL-TIME): PERCENTAGE DISTRIBUTIONS BY SEX  
AND AGE FOR UNIVERSITIES OF ALBERTA, CALGARY AND LETHBRIDGE

Source: (4)

		AGE							Sum	Number
		Under 20	20-24	25-29	30-34	35-39	40-44	45+		
University of Alberta	M	12.8	58.4	18.3	6.1	2.4	1.1	1.0	100.0	9,660
	F	22.0	62.2	7.1	3.0	1.9	1.7	2.1	100.0	5,531
	T	16.1	59.8	14.2	5.0	2.2	1.3	1.4	100.0	15,191
University of Calgary	M	32.6	46.8	13.6	4.0	1.6	0.9	0.6	100.0	4,505
	F	49.9	34.2	5.9	3.2	2.6	1.8	2.4	100.0	2,680
	T	39.1	42.1	10.7	3.7	1.9	1.2	1.3	100.0	7,185*
University of Lethbridge	T	79.4		9.4	3.7	2.1	1.8	3.7	100.0	1,314

\*Excludes 45 students with age unspecified.



TABLE 28  
UNIVERSITY STUDENTS (FULL-TIME): PERCENTAGE DISTRIBUTIONS  
OF OLDER STUDENTS BY FACULTY\*

Source: (4)

Age		FACULTY								Total	
		Arts		Educ.		Grad.Studies		Other			
		No.	%	No.	%	No.	%	No.	%	No.	%
40 - 45	Calgary	17	19.3	39	44.3	22	25.0	10	11.4	88	100.0
	Edmonton	20	10.1	93	46.7	58	29.1	28	14.1	199	100.0
45 +	Calgary	11	12.1	59	64.8	16	17.6	5	5.5	91	100.0
	Edmonton	16	7.6	132	62.9	47	22.4	15	7.1	210	100.0

\*The relevant figures for Lethbridge were not obtained.





TABLE 29

UNIVERSITY STUDENTS: PERCENTAGE DISTRIBUTIONS BY AGE AND NATIONALITY IN  
IN THE FACULTY OF GRADUATE STUDIES, CALGARY

Source: (4)

	AGE							Sum	No.	Citizenship Proportions	
	Under 20	20-24	25-29	30-34	35-39	40-44	45+			Graduates	All Students
Canadian	11.4*	37.8	27.8	10.7	4.3	4.5	3.5	100.0	421	61.4	89.8
Non-Canadian	2.3*	29.5	48.1	13.6	4.9	1.1	0.4	100.0	264	38.6	10.2
All	7.9*	34.6	35.6	11.8	4.5	3.2	2.3	100.0	685	100.0	100.0

\*There are not quite so many young genuises as this; the computer must have made a mistake here!



TABLE 30

UNIVERSITY STUDENTS (PART-TIME): PERCENTAGE DISTRIBUTIONS BY AGE  
AND SEX FOR UNIVERSITIES OF ALBERTA AND CALGARY

Source: (4)

		AGE							Sum	Number	Sex Propor- tions
		Under 20	20-24	25-29	30-34	35-39	40-45	45+			
University of Alberta	M	0.5	17.2	30.9	20.1	13.4	8.5	9.4	100.0	3647	47.2
	F	3.1	30.6	21.0	10.4	7.7	9.2	17.9	100.0	4086	52.8
	T	1.9	24.3	25.7	15.0	10.4	8.9	13.9	100.0	7733	100.0
University of Calgary	M	0.9	23.7	32.0	16.6	11.4	8.5	4.9	100.0	2220	52.8
	F	2.2	28.2	19.3	11.2	9.6	10.9	17.2	100.0	1997	47.2
	T	1.5	25.9	26.0	14.1	10.6	9.6	10.8	100.0	4217	100.0



TABLE 31  
 MEDICINE HAT COLLEGE: PERCENTAGE DISTRIBUTIONS OF  
 FULL-TIME STUDENTS BY AGE AND PROGRAM

	AGE						Sum	Number
	Under 25	25-29	30-34	35-39	40-44	45+		
University	86.7	6.0	1.8	2.3	1.8	1.4	100.0	218
Business	59.2	16.3	12.2	2.0	6.1	4.1	100.0	49
Both	81.6	7.9	3.7	2.2	2.6	1.9	100.0	267*

\*In addition, 93 O.T.A. students were in academic upgrading courses.





## WELFARE RECIPIENTS

Table 32 - North Calgary Trainees Sponsored by Department of Social Development (Previously Welfare) by Age, Sex and Institution

The provincial Department of Welfare recently had its name changed to the Department of Social Development. The avowed purpose of the metamorphosis was to place major emphasis on individual development, and it is intended that welfare recipients will be offered "as many options for training, employment and upgrading as possible" (5, p. 8). In fact, even under its old name, many of the Department's social workers were greatly concerned with job placement and training opportunities for their clients. Although accurate statistics are not available, during 1968 some 100 provincial residents were provided with full financial assistance by the Department of Welfare to enable them to attend post-secondary schools or vocational training institutions. (4).

If eligible, welfare recipients can become official O.T.A. trainees and receive the usual federal living allowance. However, the general impression is that C.M.C. counsellors do not devote adequate time and effort to help those who are known to be "on welfare." Even when they are accepted under the O.T.A. scheme, there may be a considerable waiting period before the course begins. Further, O.T.A. rules do not permit the purchase of "seats" in programs which last more than one year. Enrolment in longer courses requires the sponsorship of the Department of Social Development. This is particularly important for those who wish to attend universities.

The North Calgary office of the Department of Social Development furnished the particulars given in Table 32 of the clients they sponsored. North Calgary contains approximately 10% of the total Alberta population and its twelve trainees constitute roughly the same proportion of the provincial total of "about 100." The Table shows that the sex breakdown is different from other trainees, in that sponsorship is almost completely confined to females. Most of



these sponsored welfare recipients are widows, divorced and separated women with dependent families. As opposed to the O.T.A. program, living allowances are assessed according to need rather than completely predetermined by regulations. The Department requires that clients attending the kinds of institutions listed in Table 32 obtain loans and grants through the Student Assistance Board to cover fees, books, travel and baby sitting. The Department has taken the view that it will encourage attendance at educational institutions if the end result renders the welfare recipient employable. Although the Department is to be commended for its liberal attitude, the costs involved and the economic returns of such investments require careful scrutiny. Economic returns should not be the sole criterion, but it is nevertheless important to remember that some university degrees do not necessarily provide career opportunities.

When welfare recipients are handicapped they can be sponsored under the rehabilitation scheme, in which 50% of the costs of training and living allowances are recoverable from federal funds. Because this is the same percentage that is reimbursed by the Federal Government for general welfare expenditure, there is no reason to transfer clients from a welfare category to a rehabilitation category. In fact, there may well be advantages in remaining a welfare client subject to the more elastic provincial regulations than subject to the federal rigid rules.

The Department of Social Development provided partial assistance to an additional 325 individuals throughout the province, whose main sponsorship for training was derived from the Department of Manpower and Immigration or some other source. In other words, when the federal training allowance is insufficient to cover necessary costs, the Department of Social Development is prepared to underwrite the additional finances necessary to allow people to undergo training. This seems a particularly useful area in which provincial funds can augment federal allowances.

Job placement and training of welfare recipients is becoming of increasing concern to a number of agencies. The Department of Social Development has already begun a demonstration project in the city of Edmonton and other offices of the Department expect to have employment



specialists on their staff in the near future. The Social Service Department of the City of Edmonton has a project under way for the resource mobilization of "chronically dependent multi-problem social assistance clients." Intensive counselling is being given to some 30 males under the age of 45, the funding being provided by the federal Department of National Health and Welfare. The Economic Council of Canada discusses some of the relevant issues in its recent annual review (25) and emphasizes the need for increased cooperation with Canada Manpower Centres. Given the dissatisfaction with the services offered at C.M.C.'s the involvement of social workers in placing clients in jobs demonstrates praiseworthy enterprise. There is nevertheless a danger of employers being inundated with inquiries about vacancies from a variety of agencies. Doubtless, the concerned social worker will, in addition, be making follow-up calls to ensure that all is well with their clients. The limits of goodwill of employers seems likely to be tested in the near future. It should also be emphasized that many welfare recipients are not potential members of the labour force, as was shown in a recent survey by Peitchinis (29).





TABLE 32  
NORTH CALGARY TRAINEES SPONSORED BY  
DEPARTMENT OF SOCIAL DEVELOPMENT (PREVIOUSLY WELFARE)  
BY AGE, SEX AND INSTITUTION

Source: (4)

	AGE					Number
	20 - 24	25 - 29	30 - 34	35 - 39	40 - 45	
Male	1					1
Female	2	4	1	3	1	11
Total	3	4	1	3	1	12
Attending:						
The University of Calgary						8
Mount Royal College						3
Southern Alberta Institute of Technology						1
						12



## PART-TIME TRAINING

Table 33 - Calgary Public School Board: Percentage Distribution of Adult Students (Part-time) by Age

A large number of public and private institutions throughout the province provide part-time continuing education or training courses. Some of the students enrolled are working towards a final examination, often with some form of certification. Many of the courses are of a general interest nature. Although there has been occasional mention in this report of some part-time programs (for instance, in the sections dealing with the Universities and Training in Industry), in the main these have been considered to be beyond the limits of the survey. From a functional point of view, a distinction between full-time and part-time education is not really tenable. Many part-time students, attending courses with minimal or no subsidies from public funds, are following programs identical to those offered under the O.T.A. scheme. The ages of part-time students are rarely recorded, although the general impression gained is that the proportion of middle-aged people is considerably higher than in full-time training programs. One example of an age distribution obtained from the Calgary School Board, is given in Table 33, and it will be seen that 10% of the students are over the age of 41.

The Correspondence School Branch of the Department of Education, with an enrolment in 1967-68 of 5,786 adults also makes an important contribution (4). Twelve percent of those students were over the age of 40 years. The official withdrawal rate in correspondence courses is rather high - almost 20%, in addition to those who do not complete courses but are recorded as failures. It is worth noting that the Correspondence Branch serves quite a few students mentioned earlier in this report, since some instructors in O.T.A. schemes utilize the material offered by the Department of Education.

Because new Canadians require a command of the language to become effective members of the working force, special courses in



English have been provided under O.T.A. auspices. Most of these seem to have been offered when Czechoslovakian refugees were immigrating to Canada in relatively large numbers. Similar courses are also given under the aegis of school boards, university extension programs, and even the YWCA. There seems to be a lack of coordination in this sphere with financial implications regarding subsidies from federal sources.

TABLE 33

CALGARY PUBLIC SCHOOL BOARD: PERCENTAGE DISTRIBUTION  
OF ADULT STUDENTS (PART-TIME) BY AGE

Source: (4)

	AGE						Sum	Number
	Under 20	20-24	25-29	30-35	36-40	41+		
Academic and Business	26.0	30.6	15.0	11.5	7.3	9.4	100.0	1390





## FINANCE

Neither the federal nor the provincial expenditures for the fiscal year 1968-69 have yet been published. The Federal Revised Estimates are available (13), but rarely give provincial breakdowns of cost. Careful analyses of public expenditure on the different adult education programs and the contributions of the Federal and Provincial Governments might constitute a useful future research project.

The best estimates that can be made of federal expenditures under O.T.A. and apprentice schemes in Alberta during 1968-69 are:

Apprenticeship Training (4)	\$5,000,000
O.T.A. Training (4)	1,900,000
Allowances - O.T.A. and Apprenticeship (Pro-rated from 1967 (19))	5,600,000
	<hr/>
Total	\$12,500,000

The costs probably represent approximately 6% of overall Canadian expenditures, slightly less than the population proportion. Table 17 (p.42 ) confirms that Alberta has relatively fewer trainees than the country as a whole.

The number of apprentices is proportionately greater than in the rest of Canada and the federal outlay on this form of training is therefore also high. To what extent there is a resultant automatic reduction in the O.T.A. scheme is unknown. Altogether, the basis of dividing the budget for training between the provinces is an enigma.

Training in Industry contracts cost about \$300,000, some of which is paid from provincial sources. Training costs and allowances under the rehabilitation scheme amounted to \$310,000, of which half is recoverable from federal sources. Expenditures on the Alberta NewStart program came to over \$1,000,000. Various other sums, which make contributions to adult training, are mentioned in the estimates (13), but the proportion spent in Alberta is unknown. The Department



of Indian Affairs and Northern Development, for instance, earmarked \$926,000 for adult education and ARDA has a budget of \$18,000,000, some of which is spent on training.

Federal living allowances for trainees have recently been raised and now vary between \$20 a week for a single person in his own home and \$102 for someone with three or more dependents living away from home. Provincial allowances are from \$20 to \$95. Although these allowances seem reasonable, they are insufficient for some of the people who might greatly benefit from skill training. The possibility of instituting a loan and grant scheme similar to that administered by the Student Assistance Board should be considered. One special problem facing trainees which should never have arisen is the payment of allowances when schools are closed. The Department of Manpower and Immigration continues support only during statutory holidays and the trainees therefore must seek monies from the Department of Social Development during school vacations.



## CONCLUSION AND SUGGESTIONS

"The historian starts," E. H. Carr has said, "with a provisional selection of facts and a provisional interpretation in the light of which selection is made" (22, p. 24). Surveys, it might be thought are unlike history in that neither selection nor interpretation is appropriate; surveys should omit nothing. Such an ideal - if ideal it is - could not be attained in the present investigation. A selection had to be made of the kinds of facts to be reported. Facts about teaching methods have been excluded and little has been said of part-time training. Within the circumscribed subject material, so-called facts were hard to come by. Relevant records were often not kept. Different classifications were used in different sets of records and were therefore not comparable. Where comparisons could be made, contradictory data were not infrequent. In many ways, therefore, the survey is a kind of history. The historian asks himself, "I wonder what happened"; the surveyor asks the same question of the present, "What is happening?" But in this final section, the future will also be considered; we add the question, "What ought to happen?"

No attempt is made to summarize each of the previous sections, and conclusions will often be couched in the form of questions rather than specific suggestions. The questions require answers, but the answers depend on more information. Given the baseline nature of this survey, it is not surprising that the first recommendation is for more studies - many more studies. Competent research workers should be encouraged to turn away from some of their inconsequential minutiae and enticed to show concern with adult training, which costs taxpayers hundreds of millions of dollars. The recommendation requires some qualifications. Research has become one of those holy catch-all okay words and can easily serve as "an evasion of the need to exchange learning for action" (33). Research does not necessarily cease being inconsequential when it is performed in spheres of consequence. Research is required in specific areas - follow-up of trainees;





methods of training students of different ages; variables influencing drop-out rates; constraints in trainee selection; the functions of counselling; training in industry. In other words, the major orientation of research should be towards action. However, without a similar orientation among the senior civil servants involved, investigators should perhaps be advised to stay away. Civil servants face a difficult conflict in their attitude towards such research. Understandably, they wish to demonstrate that their Department is functioning competently. Public criticism by civil servants constitutes a dereliction of their duty to be servants of their minister. Yet, no scheme devised by civil servants or anyone else is perfect and imperfections must therefore be accepted as challenges for improvement. Questioning does not imply that all is bad - only that all is not good.

The emphasis in the report has been on the characteristics of adults who are being trained. By implication, the characteristics of those who are not trained are known. Types of courses have often been listed, and we are therefore informed of what is not offered. Such facts provoke the inquiry, why these trainees and not those; why these courses but not others? There is no necessary implication that the wrong people have been trained in wrong areas, but it cannot be assumed that the right people are trained in the most desirable areas, given financial limitations. That there is a waiting list, amounting to nearly 700 clients at the Edmonton Canada Manpower Centre (4), is irrelevant. Courses are often, perhaps usually, chosen because nothing else is available. What occurs - why this and not that - is in part a function of the rules, and in part a function of the organizations which administer these rules. Organizational problems will be of major concern and here, too, we must ask why a particular organization or disorganization exists and why not some other?

The various Tables lead to a conclusion that the O.T.A. program in Alberta places major emphasis on instruction in academic subjects. Large numbers of trainees are intelligent people in their late teens and twenties living in urban areas, often in paid employment. In my opinion, there is insufficient concern with skill training,



insufficient concern with those over the age of 30, with the unemployed, with those living in rural areas and with those who are of slightly less than average intelligence. The provision of pre-vocational education for youths is necessary so long as grade something-or-other is a required qualification for certain jobs, and for admission to real vocational training. It is proper to ask, however, whether this should be the major sphere of a vocational training scheme for adults. Naming high school subjects "Basic Training for Skill Development" does not do more than hide the problem. We also need to know: (a) whether trainees in fact derive employment benefits from the pre-vocational courses; (b) whether such courses could not be arranged on a part-time basis; and, (c) whether the official prerequisites for specific jobs or for skill training are really essential.

The Department of Manpower and Immigration Prairie Regional Office has decided that courses selected for O.T.A. students be offered only on a full-time basis and federal regulations require that courses are less than one year's duration. These rules have greatly influenced the types of programs offered in Alberta. Partly because many courses in institutes of technology and agricultural colleges last two years, few trainees have been channeled into these institutions. Approaches should be made to the principals concerned about the possibility of granting junior certificates after a one-year program in order to abide by the O.T.A. rules. The more difficult problem of some form of subsidized part-time programs, in addition to apprenticeship, should also be explored.

The federal Department of Manpower is the kingpin in the organization of O.T.A. programs, while the Department of Education has primary executive responsibility within the province. The impression is received that a great amount of time and effort of many able and dedicated provincial civil servants is devoted to ensuring that Alberta receives as much money as possible out of available earmarked federal funds. The relation of the Provincial Government to the Federal Government seems like that of a taxpayer to the Department of National Revenue. Companies, however, employ



accountants to ensure that all possible allowances are obtained, while senior executives get on with the main job. On the other hand, senior members of the Department of Education have become more entangled in a web of their own and the Federal Government's making. As a result, they have not the time either to exercise their very considerable imaginative abilities or to consult with management, trade unions and colleagues in other departments for designing new programs. It seems necessary that Alberta itself accepts responsibility for the development of its own labour force, albeit with the aid of the Federal Government. When new projects cannot be financed from federal resources, greater use should be made of the province's own vocational training scheme. Should more financial support be required, there ought not to be too much difficulty in obtaining funds for this kind of investment in human resources. Little effort seems to have been made in providing training for jobs in growth industries, apart from the Alberta Petroleum Industry Training Centre, nor for improving the qualifications of workers in older industries facing new problems. Admittedly, preparation for many such jobs requires courses of long duration, but not all of them do. During discussions, mention has been made to me of the need for more full or part-time training opportunities, especially during the winter, in hotel and motel management, data processing, small engine repairs and, of course, agriculture.

Part of the trouble seems to be that the Department of Education has three different roles to play. Firstly, it is the agent of the Federal Government in the O.T.A. program; secondly, it has direct vested interest in certain training centres; thirdly, it has major responsibility for all training and education within the province. The second and third roles come into conflict. It will be obvious, even from a cursory reading of the present report, that a labyrinth of federal, provincial and local authorities as well as a variety of public educational institutions are involved in adult training programs. Provincial institutions have in common a desire for a large degree of federal financial backing. It seems unfortunate that they may be in direct competition with the Department of Education in this regard,





when it is that very same Department which negotiates with the federal Department of Manpower and Immigration on the purchase of training places. My understanding is that very little negotiating takes place and the Winnipeggers (from the Prairie office of the Department of Manpower and Immigration) come to the Edmonton (education) department store seeking training bargains on a tight budget fixed by eastern mandarins. Be that as it may, it would not be surprising if the Department of Education gave some priority to its own Vocational Training Centres and ensured that "seats" with the Department's own trademark were purchased by the bargain hunters. This should not be considered merely a selfish interest. The Centres are doing a very worthwhile job. Yet there is a danger of the Department not seeing the mote in its own eye. The idea of territorial imperatives (12) is at least as true of institutions as of individuals. Indeed, it is easy to have a kind of religious belief in the rightness of the efforts of one's own Department or Division of Department, with a concomitant prejudice against "the church I don't attend." Some individuals have voiced this kind of reaction to the Departments' attitudes, although usually this is muted because that Department holds the purse-strings.

The obvious solution to the conflicting interests of different departments and institutions is to combine all provincial interests for adult education and training under one ministry. I do not see this as a realistic proposal, partly because of the territorial imperative for defense that has already been mentioned. There are also many advantages in allowing a degree of competition and many dangers in the concentration of power in one individual. Nevertheless, more adequate coordination of effort is necessary and one cabinet minister should be given primary responsibility for this coordinating function. He will require a separate section or division consisting of senior civil servants with a duty to stimulate interest in new training schemes, but without responsibility for their execution. These should become the provincial representatives in federal negotiations. The designated minister, through his civil servants, would also attempt to minimize overlapping responsibilities and reduce or adjudicate on



conflicts of interest. One of the senior civil servants should have special responsibility for coordinating programs for the rehabilitation and training of disabled persons. The section or division would be the repository of the kind of statistics used in this report. It would also, in conjunction with the Human Resources Research Council, encourage the research activities which have been mentioned. An advisory external board, consisting of people with varying specialist and professional experience could prove of inestimable help. Annual meetings of such a board would probably suffice, providing that consultation with industry and trade unions occurred throughout the year.

Insofar as the O.T.A. program is satisfactory, either the federal Department of Manpower or the provincial Department of Education can claim credit. Deficiencies can be blamed on the other group. This is an inherent advantage and disadvantage of a federal state. By the same token, it becomes extremely difficult for outsiders to influence any joint federal-provincial schemes. Decisions are usually taken in secret and both parties have an interest in not rocking the boat. Normal democratic control through constituents and their representatives seems absent.

Much of what has been written in this final section has been aimed at the Department of Manpower and Immigration. I cannot however forego a few additional comments. In the privacy of four walls, many civil servants and laymen - not only in Alberta - have expressed dissatisfaction with some of the operations of the Department. This is not an unusual attitude towards any group which pays the piper and calls the tune. However, to reject all such criticism as irrational reactions and to continue in one's own sweet way hinders the development of positive attitudes toward federal policies emanating from Ottawa. This could have very unfortunate consequences.

The major contact which the public has with the Department is through the counsellors at Canada Manpower Centres. In Calgary alone there are some 80 of these with very great powers and many dissatisfied clients. The fact that the provincial Department of Social Development is starting its own employment scheme should be sufficient grounds for



some fundamental rethinking. It has been estimated that less than one-third of job vacancies are filled through C.M.C. auspices. This should also give pause for thought. Any predictions on future deficiencies of the labour force based on such an unrepresentative sample is likely to lead to false conclusions. It is known that a grand survey of all Canadian employers is now underway, but the vastness of that operation may produce different kinds of errors.

The insufficiencies, the irrelevancies, and the unforeseen side-effects of an economic advice preoccupied with the general and the over-all and indifferent to the specific local, technical and human nature of economic problems are obvious (30, p.44).

Local concerns are often different from those which Ottawa considers important. Having a Prairie Region Office of the Department of Manpower and Immigration situated in Winnipeg, far from improving matters, may have made the situation worse, since opinions are filtered through extra channels before reaching either the decision makers or those who execute policy. Alberta statistics are now grouped as part of the prairie conglomerate and data for Alberta has become even more difficult to extract. The concern with macroeconomics is also shown in Ottawa's development of a cost benefit model for the evaluation of training, mentioned proudly in the annual report (19). At a time when there is virtually no information available on criteria for trainee selection, and when there are no follow-up studies, this is worse than putting the cart before the horse. It is more like putting a cow-catcher behind the caboose. Surely, there are other areas which have higher priority for investigators. The reasons why so few older unemployed people are chosen for training, the insufficiency and inaccuracy of statistics, the effect of a lack of publicity about the O.T.A. program on the kinds of trainees selected and, most important of all, the operation of C.M.C.'s are examples which quickly spring to mind. Some of the problems mentioned in this and earlier sections of the report could possibly be brought to the attention of the lay Advisory Board, which the Minister of Manpower and Immigration appointed earlier this year.





This is an ungracious note on which to end a report which owes so much to the courtesy of the Department of Manpower and Immigration in providing a great deal of invaluable data. Perhaps the real lesson is that academics have just not involved themselves in adult training problems. When they do, and when they ask the right questions, they obtain (more or less) the right answers.



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## APPENDIX A

Abbreviations

ARDA	=	Agricultural and Rural Development Administration
A.V.C.	=	Alberta Vocational Centre
B.T.S.D.	=	Basic Training for Skill Development
C.N.I.B.	=	Canadian National Institute for the Blind
C.M.C.	=	Canada Manpower Centre
O.T.A.	=	Occupational Training for Adults
NAIT	=	Northern Alberta Institute of Technology
SAIT	=	Southern Alberta Institute of Technology
T.I.I.	=	Training in Industry
YWCA	=	Young Women's Christian Association



## APPENDIX B

Courses Included in Categories of Table 4.

Categories	Courses
Vocational Preparatory	Academic upgrading, pre-technical courses, etc. <u>Ottawa category:</u> B.T.S.D.
Business	Banking, Bookkeeping, Business Education, Business Administration, Distributive Technology, Hotel and Motel Management, Secretarial Science. <u>Ottawa category:</u> Business and Sales.
Barbers and Beauticians	Barbering, Beauty Culture, Hairdressing.
Agriculture	Agricultural Mechanics, Agricultural, Horticultural and Irrigation Technologies, Artificial Insemination, Farm Management, Hog Production, Vocational Agriculture. <u>Ottawa category:</u> Farmers and Farm Workers.
Food Service	Baking and Cooking, Commercial, CNIB Stand Operator, Dietary Services, Dining Room Service, Home Economics, Host-Hostess, Meat Cutting.
Paramedical	Child Care, Dental Assistant, Medical Records Personnel, Medical X-ray Technician, Medical Laboratory Technician, Nursing, Nursing Aide, Nursing Orderly, Respiratory Technician, Social Service Technology.
Trades, Skills and Technology	Appliance Services, Automotive, Automotive Service, Chemical, Drafting, Electronic, Fashion and Design, Forestry, Instrumentation, Radio and Television Technologies, Building Construction, Commercial Sign Writing, Darkroom Technician, Diesel Mechanic, Heavy Equipment Operator, Laboratory Technician, Machine Engraving, Millwork and Carpentry, Office Machine Mechanic, Precision Repair, Telecommunications, Upholstering, Vehicle Servicing, Welding.
Petroleum	Gas Technology, Heavy Equipment Operator, Oilwell Drilling, Pipeline Welding.
Universities	Usual faculties.





## Miscellaneous

Art, Forest Fire Officers, Guiding, Industrial English, Journalism, Recreation Leadership Training, Team Products, Exploratory, Vocational and Mechanical Assessment.

Ottawa Categories: Managerial, Professional and Technical.

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Ottawa categories Personal Service and Recreation have been equated with the three categories of Barbers and Beauticians; Food Services and Paramedical of Table 4. Ottawa's three categories of Other Primary; Craftsmen; Machinists, Plumbers and Sheet Metal Workers are roughly the equivalent of the two categories Trades, Skills and Technology and Petroleum of Table 4.



## APPENDIX C

Because this is a report for the Human Resources Research Council, only the expenditures from its grant are listed. The \$3,000 which the Council awarded for the Baseline Survey, represents a little over 10% of the real costs.

Research Assistants	\$2,137.68
Secretarial	220.00
Travel	478.07
Supplies and Sundries	<u>163.41</u>
	\$2,999.16



## APPENDIX D

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Department of Education:	Mr. D. L. Campbell, Calgary Mr. B. Figur, Edmonton Mr. L. S. Villett, Edmonton Mr. C. B. Virtue, Calgary Miss Carol Young, Calgary
Alberta Vocational Centres:	Mr. J. E. Crowe, Calgary Miss Mildred Engemeon, Calgary Mr. S. G. Souch, Edmonton
Department of Health:	Mr. D. Bruce, Calgary
Department of Labour:	Mr. G. L. Pierce, Edmonton Mr. G. H. Wright, Edmonton Mr. F. E. Whittle, Edmonton
Department of Social Development:	Mr. J. A. Lackey, Calgary, Mr. K. T. Motherwell, Edmonton Mr. B. Rawson, Edmonton Mr. K. Wood, Calgary

## GOVERNMENT OF CANADA

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Unemployment Insurance Commission: Mr. L. R. Carr, Calgary

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Alberta Newstart Incorporated:

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Mr. T. M. Rogers

Societies for Disabled:

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Mr. N. Long, Advance Industries;  
Mr. B. Russell, Rehabilitation for  
Disabled

Trade Unions:

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Food and Allied; Mr. W. Y. Paterson,  
Labour Council; Mr. L. D. Tackaberry,  
Plumbers

The University of Calgary:

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Alberta Institute of Technology; Mr. J. Nicol, University of Alberta;  
Mr. J. D. Oviatt, University of Lethbridge; Mr. W. Taylor, Medicine Hat  
College.



## SUMMARY OF MAJOR RECOMMENDATIONS

1. Attempts should be made to attract more trainees from among those over 30 years of age, from among the unemployed and the rural population.
2. Greater emphasis should be placed on vocational skill training in courses offered under the O.T.A. program.
3. Studies should be conducted on methods of training people belonging to different age groups, on variables influencing trainee selection and on the future employment records of trainees compared to non-trainees.
4. One member of the Alberta Government should have coordinating responsibility for all adult training, including the rehabilitation of the disabled.
5. The aims of Alberta's adult vocational scheme should be reviewed with the intention of enlarging its scope.
6. There should be a general evaluation of the procedures followed by the Department of Manpower and Immigration in the execution of its responsibilities for adult training. This should include a consideration of the regulations, suggestions for improving the performance of C.M.C. counsellors in fulfilling their duties and an examination of the functions of regional offices.
7. The future and value of Alberta NewStart should be investigated by an uncommitted group.







